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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

CUMULATIVE INDEX

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JANUARY TO DECEMBER 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

INDUSTRY, EMPLOYER AND UNION

ISSUE

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Davidson Rubber Co. Ltd., Port Hope and Rubber Workers (AFL-CIO/CLC)	Dec.	753
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Honeywell Ltd., Scarborough and Auto Workers (CLC) (hourly rated empls.)	Mar.	144
I.T.T. Industries of Canada Ltd. Communications - Controls and Instruments Div., Guelph and Steelworkers (AFL-CIO/CLC)	Sept.	572
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Algoma Steel Corp. Ltd. (Algoma Ore Div.), Wawa and Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	Aug.	525
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MINES (cont'd.)

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Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor and Auto Workers (CLC)	Apr.	229
Denison Mines Ltd., Elliot Lake and Steelworkers (AFL-CIO/CLC) (production and maintenance empls. and office empls.)	Sept.	573
Dome Mines Ltd., South Porcupine and Steelworkers (AFL-CIO/CLC) (mine, mill and plant empls.)	June	377
Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Div., Goderich Mine and Energy and Chemical Workers (CLC)	June	380
Griffith Mine, Pickands Mather & Co., Bruce Lake and Steelworkers (AFL-CIO/CLC)	Sept.	577
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Canadian Pacific Air Lines Ltd., system-wide and Cdn. Air Line Pilots Assn. (Ind.)	May	339
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Ottawa-Carleton Regional Transit Commission, Ottawa and Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	Feb.	103
St. Lawrence Seaway Authority, Ontario and Quebec and Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	Aug.	525
Toronto Transit Commission and Gray Coach Lines and Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance empls.)	Aug.	526
Transit Windsor and Transit Union (AFL-CIO/CLC)	Aug.	542
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Upper Lakes Shipping Ltd., Great Lakes, St. Lawrence Seaway and coastal area and Railway, Transport and General Workers (CLC) (unlicensed empls.)	Nov.	699
Voyageur Colonial Ltd., various centres in Ontario and in Quebec, west of Montreal and Railway, Transport and General Workers (AFL-CIO/CLC) (bus operators, garage empls., information clerks ticket clerks and parbus empls.)	July	481
Wardair Canada (1975) Ltd., system-wide and Cdn. Air Line Flight Attendants (CLC)	Nov.	698

STORAGE

Lakehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd., Thunder Bay and Railway Clerks (AFL-CIO/CLC)	Sept.	582
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COMMUNICATION

Bell Canada, province-wide and Cdn. Telephone Employees (Ind.)	Dec.	755
Bell Canada, Quebec and Ontario and Cdn. Telephone Employees' (Ind.) (communications sales empls.)	Mar.	146
Canadian Broadcasting Corp., system-wide and Broadcast Employees (CLC)	Sept.	583
Canadian Broadcasting Corp., system-wide and CUPE (CLC) (office and professional unit) (English Services Div.)	May	340
Canadian Broadcasting Corp., system-wide and CUPE (CLC) (production unit) (English Services Div.)	May	341
Canadian Broadcasting Corp., system-wide and Newspaper Guild (AFL-CIO/CLC)	Apr.	232

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission and CUPE (CLC)	Feb.	71
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WHOLESALE TRADE

National Grocers Co. Ltd., Warehouse Transport Div. and Cash and Carry Operations, various locations and Teamsters (Ind.)	July	462
Ontario Produce Co., Ont. Food Div. of the Oshawa Group Ltd., Malton and Toronto and Teamsters (Ind.)	May	305
Snap-On Tools of Canada Ltd., Toronto and Steelworkers (AFL-CIO/CLC)	Feb.	73
Zehrs Markets (Div. of Zehrmart Ltd.), Guelph and Port Elgin and Food and Commercial Workers (AFL-CIO/CLC)	May	305

RETAIL TRADE

Boots Drug Stores (Canada) Ltd., Ontario and Manitoba, and Boots Drug Stores (Western) Ltd., Saskatchewan and Calgary and Edmonton, Alberta and Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail empls.)	May	307
Consumers Distributing Co. Ltd., province-wide and Teamsters (Ind.)	July	464
Loblaws Ltd., province-wide and Food and Commercial Workers (AFL-CIO/CLC) (warehouse and advertising empls. in Ontario and office empls. in Mississauga)	Aug.	528
Steinberg Inc., Ottawa and other centres in Ont., Hull and Pointe-Gatineau, Que. and Food and Commercial Workers (AFL-CIO/CLC) (food store empls.)	Jan.	17
Thunder Bay Auto Dealers Assn. and Machinists (AFL-CIO/CLC)	July	463

FINANCE, INSURANCE AND REAL ESTATE

Ontario Hospital Association, Toronto and Employees' Assn. (Ind.) (office and clerical empls.)	Aug.	530
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FINANCE, INSURANCE AND REAL ESTATE (cont'd.)

Ontario Housing Corp. and all Housing Authorities, province-wide (except Metro Toronto) and CUPE (CLC) (office and maintenance empls.)	Feb.	73
Property Management Services Organization, Toronto and Labourers (AFL-CIO/CLC)	Mar.	147

EDUCATION AND RELATED SERVICES

Bruce County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	484
Carleton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	233
Carleton Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	148
Dufferin-Peel Roman Catholic Separate School Board and CUPE (CLC)	Feb.	74
Dufferin-Peel Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	644
East York Borough Board of Education and Fed. of Women Teachers' Assns. of Ont. (Ind.) and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	645
Elgin County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	381
Elgin County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	382
Essex County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	234
Etobicoke Borough Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	645
Frontenac County Board of Education and CUPE (CLC)	Apr.	235
Frontenac County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	383
Frontenac County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	383
Frontenac-Lennox and Addington County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	584
Grey County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	384
Haldimand Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	584
Halton Board of Education and CUPE (CLC) (caretakers and maintenance empls.)	June	384
Halton Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	646
Halton Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	646
Halton Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Nov.	700
Hamilton City Board of Education and CUPE (CLC) (caretakers, maintenance, bus drivers, cleaning and cooking empls.)	Dec.	755
Hamilton City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	385
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	757
Hastings County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Apr.	236

EDUCATION AND RELATED SERVICES (cont'd.)

Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	237
Hastings County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	647
Hastings-Prince Edward County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. (Ind.)	Dec.	757
Huron County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	585
Huron County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Feb.	75
Kent County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	585
Kent County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	386
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	647
Lakehead Board of Education and CUPE (CLC)	June	386
Lakehead Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	387
Lakehead Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Oct.	648
Lakehead University Board of Governors, Thunder Bay and Faculty Assn. (Ind.) (full-time academic empls.)	Mar.	152
Lambton County Board of Education and CUPE (CLC) (custodians)	Feb.	76
Lambton County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	309
Lambton County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	388
Lanark County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	586
Lanark County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	701
Laurentian University Board of Governors, Sudbury and Faculty Assn. (Ind.)	Nov.	718
Leeds and Grenville County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sep.	587
Lincoln County Board of Education and CUPE (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria empls.)	May	310
Lincoln County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	May	311
Lincoln County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	758
London City Board of Education and CUPE (CLC) (full-time and part-time empls.)	May	312
London City Board of Education and CUPE (CLC) (full-time and part-time teachers assistants and office and clerical empls.)	July	466
McMaster University, Hamilton and Cdn. Educational Workers (Ind.)	Oct.	657
Metropolitan Toronto Library Board and CUPE (CLC) (librarians, library assistants, office and clerical empls. and maintenance workers)	Sept.	600
Metropolitan Toronto Separate School Board and CUPE (CLC) (maintenance, services and plant operations empls.)	Mar.	148
Metropolitan Toronto Separate School Board and CUPE (CLC) (office, clerical and technical empls.)	Apr.	238

EDUCATION AND RELATED SERVICES (cont'd.)

Metropolitan Toronto Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	388
Middlesex County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	390
Middlesex County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	July	467
Niagara South Board of Education and CUPE (CLC) (maintenance, services and plant operations empls.)	Mar.	149
Niagara South Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	391
Niagara South Board of Education and Secretarial and Clerical Assn. (Ind.)	Apr.	239
Nipissing District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	588
Norfolk Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	July	468
Norfolk Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	239
Norfolk Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	589
North York City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	649
North York City Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	May	312
North York Public Library Board and CUPE (CLC)	July	470
Northumberland and Newcastle Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	759
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	May	314
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	Sept.	595
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide and OPSEU (NUPGE) (CLC) (support staff empls.)	Sept.	597
The Ontario Institute for Studies in Education and Cdn. Educational Workers (Ind.)	Feb.	78
Ottawa Board of Education and Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	June	391
Ottawa Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	392
Ottawa Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Apr.	240
Ottawa Roman Catholic Separate School Board and Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations empls.)	Jan.	33
Oxford County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	241
Peel Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	May	313
Peel Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Nov.	702
Perth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Feb.	77
Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Jan.	18

EDUCATION AND RELATED SERVICES (cont'd.)

Perth County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	393
Peterborough County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Dec.	759
Peterborough County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	590
Prescott-Russell County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	150
Provincial Schools Authority, province-wide and Fed. of Provincial Schools Authority Teachers (Ind.)	Aug.	544
Queen's University, Kingston and CLC Directly Chartered	July	469
Renfrew County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	651
Renfrew County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	591
Ryerson Polytechnical Institute Board of Governors, Toronto and Faculty Assn. (Ind.)	June	402
Scarborough Borough Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	651
Simcoe County Board of Education and CUPE (CLC) (maintenance, service and plant operations)	Feb.	77
Simcoe County Board of Education and OPSEU (NUPGE) (CLC)	Oct.	652
Simcoe County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	652
Stormont, Dundas and Glengarry County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	394
Stormont, Dundas and Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	July	485
Sudbury Board of Education and CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	Oct.	653
Sudbury Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Sept.	591
Sudbury Board of Education and Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	394
Sudbury District Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn and Assn des Enseignants Franco-Ontariens (Ind.)	Mar.	151
Toronto City Board of Education and Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	654
Toronto City Board of Education, York Borough Board of Education and Metropolitan Toronto School Board and Ont. Secondary School Teachers' Fed. (Ind.)	Apr.	242
Toronto Public Library Board and CUPE (CLC) (full-time and part-time empls.)	Sept.	603
University of Guelph and CUPE (CLC) (trades, services and maintenance empls.)	Sept.	598
University of Guelph and Staff Assn. (Ind.) (office, clerical, laboratory and technical empls.)	June	402
University of Ottawa and University Professors (Ind.)	July	469
University of Toronto and Cdn. Educational Workers (Ind.)	Nov.	704
University of Toronto and Service Employees (AFL-CIO/CLC) (service empls.)	June	403

EDUCATION AND RELATED SERVICES (cont'd.)

University of Toronto (Libraries) and CUPE (CLC) (non-professional empls.)	Oct.	658
University of Waterloo and CUPE (CLC) (plant operations and food services empls.)	June	404
University of Western Ontario Board of Governors, Physical Plant Dept., London and CUPE (CLC)	May	315
University of Windsor and Faculty Assn. (Ind.)	Sept.	599
Victoria County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	395
Waterloo County Board of Education and Custodial and Maintenance Assn. (Ind.)	Nov.	703
Waterloo County Board of Education and Employees' Assn. (Ind.)	Feb.	78
Waterloo County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	396
Waterloo County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	398
Waterloo County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Dec.	760
Welland County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Sept.	592
Wellington County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	June	399
Wellington County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	June	400
Wellington County Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	June	401
Wentworth County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Aug.	532
Windsor City Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	593
Windsor Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Oct.	655
York Borough Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	656
York County Board of Education and CUPE (CLC) (office, clerical and technical empls.)	May	314
York County Board of Education and CUPE (CLC) (service and maintenance empls.)	Jan.	34
York County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	Oct.	656
York County Board of Education and Ont. Secondary School Teachers' Fed. (Ind.)	Sept.	594
York Region Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	Mar.	151
York University, Toronto and Cdn. Educational Workers (Ind.) (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-graduate Students)	Nov.	704
York University, Toronto and Faculty Assn. (Ind.) (academic staff empls.)	May	316
York University, Toronto and Staff Assn. (CCU) (secretarial, clerical and technical empls.)	Sept.	599

HEALTH AND WELFARE SERVICES

Canadian Red Cross Society, Blood Transfusion Service, Hamilton, London, Ottawa and Toronto and Employees' Assn. (Ind.)	Feb.	104
Catholic Children's Aid Society of Metropolitan Toronto and CUPE (CLC)	July	472
Central Park Lodges of Canada (Retirement Homes), Hamilton, London, Ottawa, Toronto and Windsor and Service Employees (AFL-CIO/CLC)	Nov.	709
Children's Aid Society of Metropolitan Toronto and CUPE (CLC)	May	317
Durham Regional Municipality (Homes for the Aged) and CUPE (CLC)	June	410
Etobicoke General Hospital, Rexdale and Ont. Nurses' Assn. (Ind.) (full-time and part-time registered and graduate nurses)	Dec.	761
Kingston General Hospital and CUPE (CLC)	Feb.	79
Metropolitan Toronto Assn. for the Mentally Retarded and CUPE (CLC)	Dec.	766
Montfort Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CLC)	Nov.	706
Niagara Regional Municipality (Homes for Senior Citizens), Niagara Falls, Port Colborne, St. Catharines and Welland and CUPE (CLC)	Oct.	664
The John Noble Home, Brantford and Service Employees (AFL-CIO/CLC) (part-time and full-time empls.)	July	473
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres and Internes and Residents Assn. (Ind.) (PAIRO)	May	317
Ottawa-Carleton Children's Aid Society and OSPEU (NUPGE)(CLC) (part-time and full-time empls.)	Aug.	541
Ottawa Civic Hospital and 64 other Ontario Hospitals and CUPE (CLC) (service, paramedic and office empls.)	June	404
Pembroke General Hospital and CUPE (CLC)	July	485
Queensway General Hospital Assn., Etobicoke and Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	Dec.	764
Religious Hospitaliers of Saint Joseph of the Hotel Dieu of Kingston and OPSEU (NUPGE) (CLC) (full-time and part-time empls.)	Oct.	659
Riverside Hospital, Ottawa and Cdn. Operating Engineers (CCU)	Mar.	155
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor and Service Employees (AFL-CIO/CLC)	Feb.	80
St. Mary's of the Lake Hospital, Kingston and Employees Assn. (Ind.)	Sept.	604
St. Vincent Hospital, Ottawa and Intl. Operating Engineers (AFL-CIO/CLC) (service empls.)	June	407
Scarborough Centenary Hospital Assn. and CUPE (CLC)	July	487
Scarborough General Hospital and OPSEU (NUPGE) (CLC)	June	407
Sunnybrook Hospital and 45 other Ontario Hospitals and Service Employees (AFL-CIO/CLC)	June	408
Toronto General Hospital and 131 other hospitals in Ontario and Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	Oct.	661
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd. and CUPE (CLC)	Nov.	710
University Hospital, London and Service Employees (AFL-CIO/CLC)	Nov.	707
Victoria Hospital Corp., London and Office Employees (AFL-CIO/CLC)	Mar.	156
Windsor Metropolitan General Hospital and Service Employees (AFL-CIO/CLC)	Jan.	19
Windsor Western Hospital Centre, Inc. (I.O.D.E. and Riverview Units), and Service Employees (AFL-CIO/CLC) (general unit)	Mar.	175

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Dept., Standardbred Race Operations), province-wide and Service Employees (AFL-CIO/CLC)	May	319
Ontario Jockey Club (Mutuel Dept., Thoroughbred Race Operations), province-wide and Service Employees (AFL-CIO/CLC)	Apr.	243

AMUSEMENT AND RECREATION SERVICES (cont'd.)

Ontario Jockey Club (Woodbine and Greenwood Race Tracks, Toronto and Fort Erie and Mohawk Race Tracks, Campbellville) and Hotel Employees (AFL-CIO/CLC) (kitchen, cafeteria, restaurant and food stand empls.)	Nov.	711
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SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories), Chalk River and Deep River, and Atomic Energy Allied Council (AFL-CIO/CLC)	Dec.	768
Atomic Energy of Canada Ltd. (Engineering Co. and International Co.), Mississauga, Ont. and Montreal, Que. and Society of Professional Engineers and Associates (Ind.)	Feb.	81
Atomic Energy of Canada Research Co., Chalk River and Atomic Energy Labour Alliance (CRNL) (AFL-CIO/CLC)	Dec.	770
Brink's Canada Ltd., Toronto and Teamsters (Ind.)	June	431
NDT Management Association on behalf of Non-Destructive Testing Companies, Canada-wide and Quality Control Council of Canada on behalf of Boilermakers (AFL-CIO/CLC), and Plumbers (AFL-CIO/CLC) (technicians, trainees and helpers)	Apr.	244
TAS Communications Services, Toronto and Communications Workers (CLC)	Aug.	533
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury Thunder Bay, and Toronto and Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	Dec.	767

PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Div.), province-wide and Service Employees (AFL-CIO/CLC)	June	411
Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC)	Feb.	95
Chateau Laurier Hotel, Ottawa and Railway, Transport and General Workers (CLC)	Oct.	665
Four Seasons Hotel, Delta Inn of the Provinces, Holiday Inn, Lord Elgin Hotel, Sheraton El Mirador Motor Inn, Skyline Hotel and Talisman Motor Inn, Ottawa and Hotel Employees (AFL-CIO/CLC)	Feb.	84
Four Seasons Hotel Toronto (Four Seasons Yorkville) and Textile Processors (AFL-CIO/CLC)	June	412
Holiday Inn of Don Valley of the Commonwealth Holiday Inns of Canada Ltd., Toronto and Hotel Employees (AFL-CIO/CLC)	Oct.	665
Holiday Inn of Toronto - Downtown of the Commonwealth Holiday Inns of Canada Ltd. and Hotel Employees (AFL-CIO/CLC)	May	320
The Hotel Assn. of Metropolitan Toronto and Hotel Employees (AFL-CIO/CLC)	Oct.	671
Skyline Hotel, Toronto and Hotel Employees (AFL-CIO/CLC)	Apr.	246
Swiss Chalet Employers' Assn., province-wide and Cdn. Restaurant Employees (Ind.)	Oct.	666
The Textile Rental Institute of Ontario, Toronto and Hamilton and Laundry Workers (CLC) (Industrial and Commercial Div. empls.)	Jan.	20
The Textile Rental Institute of Ontario, Centennial Hospital Linen Services and Booth Ave. Laundry Inc., Toronto and London Hospital Linen Service and Laundry Workers (CLC)	Sept.	611
Toronto (Harbour Castle) Hilton Hotel, a Div. of Campeau Corp. and Textile Processors (AFL-CIO/CLC)	June	412
Toronto Hotel Employers Assn. representing Chelsea Inn, Hampton Court Hotel, Ramada Inn (Don Valley), Ramada Inn (Downtown), and The Sheraton Centre, Toronto and Hotel Employees (AFL-CIO/CLC)	Apr.	247

PERSONAL SERVICES (cont'd.)

Trans Nation Inc. (King Edward Hotel), Toronto and Hotel Employees (AFL-CIO/CLC)	Nov.	712
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FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) and Assn. of Postal Officials of Canada (Ind.) (postal supervisors)	May	321
Government of Canada (Treasury Board) and Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group empls.)	Feb.	85
Government of Canada (Treasury Board) and Council of Graphic Arts (5 AFL-CIO/CLC unions) (printing operations, non-supervisory empls.)	Mar.	157
Government of Canada (Treasury Board) and Economists Sociologists and Statisticians Assn. (Ind.)	Dec.	771
Government of Canada (Treasury Board) and Letter Carriers Union of Canada (CLC) (postal operations group, non-supervisory, external mail collection and delivery services)	Mar.	157
Government of Canada (Treasury Board) and Postal Workers (CLC) (inside post office empls.)	Aug.	533
Government of Canada (Treasury Board) and Professional Assn. of Foreign Service Officers (Ind.)	Mar.	158
Government of Canada (Treasury Board) and Professional Institute of the Public Service of Canada (Ind.) (biological sciences group empls.)	Jan.	21
Government of Canada (Treasury Board) and PIPS (Ind.) (chemistry group)	Mar.	159
Government of Canada (Treasury Board) and PIPS (Ind.) (commerce group)	Mar.	160
Government of Canada (Treasury Board) and PIPS (Ind.) (computer system administration group)	Oct.	668
Government of Canada (Treasury Board) and PIPS (Ind.) (defence scientific service group)	Oct.	669
Government of Canada (Treasury Board) and PIPS (Ind.) (veterinary science group)	May	322
Government of Canada (Treasury Board) and Public Service Alliance of Canada (PSAC) (CLC) (administrative services and programme admin- istration groups)	Apr.	249
Government of Canada (Treasury Board) and PSAC (CLC) (auditing group)	May	323
Government of Canada (Treasury Board) and PSAC (CLC) (communications group).	June	414
Government of Canada (Treasury Board) and PSAC (CLC) (correctional group, supervisory and non-supervisory)	Aug.	535
Government of Canada (Treasury Board) and PSAC (CLC) (data processing empls.)	Aug.	536
Government of Canada (Treasury Board) and PSAC (CLC) (drafting and illustration group)	Dec.	772
Government of Canada (Treasury Board) and PSAC (CLC) (engineering and scientific support group).	May	323
Government of Canada (Treasury Board) and PSAC (CLC) (financial administration group).	Aug.	544
Government of Canada (Treasury Board) and PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	Aug.	537
Government of Canada (Treasury Board) and PSAC (CLC) (general services group, supervisory and non-supervisory)	Dec.	772
Government of Canada (Treasury Board) and PSAC (CLC) (general tech- nical, social science support and technical inspection groups)	May	325
Government of Canada (Treasury Board) and PSAC (CLC) (heating, power and stationary plant operation groups, supervisory and non- supervisory).	Apr.	250

FEDERAL ADMINISTRATION (cont'd.)

Government of Canada (Treasury Board) and PSAC (CLC) (hospital services group, supervisory and non-supervisory)	Sept.	605
Government of Canada (Treasury Board) and PSAC (CLC) (information services group)	June	416
Government of Canada (Treasury Board) and PSAC (CLC) (primary products inspection empls.)	Mar.	161
Government of Canada (Treasury Board) and PSAC (CLC) (purchasing and supply group)	May	327
Government of Canada (Treasury Board) and PSAC (CLC) (secretarial, stenographic and typing group)	June	417
Government of Canada (Treasury Board) and PSAC (CLC) (ships' crews, supervisory and non-supervisory empls.)	June	418
Government of Canada (Treasury Board) and PSAC (CLC) (welfare programmes group)	May	328
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National Research Council of Canada and Research Council Employees (Ind.) (clerical and regulatory group)	Apr.	251
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PROVINCIAL ADMINISTRATION

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Burlington City Corp. (Transit and Engineering Divs. and Works and Recreation Depts.) and CUPE (CLC)	Nov.	714
Durham Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	89

LOCAL ADMINISTRATION (cont'd.)

Durham Regional Municipality and CUPE (CLC)	Nov.	716
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Halton Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	89
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North York City Corp. and Fire Fighters (AFL-CIO/CLC)	Oct.	670
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Ottawa City Board of Commissioners of Police and Police Assn. (Ind.)	Mar.	168
Ottawa City Corp. and Fire Fighters (AFL-CIO/CLC)	May	335
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LOCAL ADMINISTRATION (cont'd.)

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York Borough Corp., Works Dept. and Parks and Recreation Dept. and CUPE (CLC)	Nov.	717
York Regional Board of Commissioners of Police and Police Assn. (Ind.)	Feb.	92
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Electrical Contractors Assn. of Ont. (Electrical Trade Bargaining Agency) and Construction Council of Ont., Electrical Workers (IBEW) (AFL-CIO/CLC) (commercial, industrial and institutional construction)	Jan.	23
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Electrical Power Systems Construction Assn., province-wide and Plumbers (AFL-CIO/CLC)	Feb.	98
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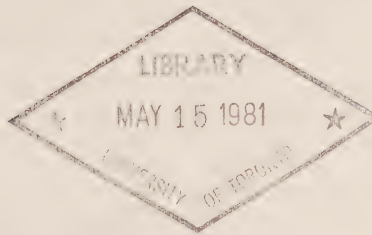
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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
January 1981

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in January 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in January 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in February 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

February 29, 1981

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Highlights

Ontario Civil Service Settlements. A one-year renewal agreement was concluded in mediation between the Ontario Government and 4,330 employees in the Scientific and Professional Services Category, represented by the Ontario Public Service Employees Union (OPSEU). The agreement was ratified in late January by a 53 per cent majority of the voting members. It provided a general salary increase of 9.5 per cent on January 1, 1981 and a further adjustment of 3 per cent on May 1 for nurses and occupational therapists, who comprise almost one-half of the category employees. Following the second adjustment the compounded salary increase for the entire group averaged about 11 percent.

The new agreement was the first of the eight OPSEU contracts scheduled to be settled in the current round of bargaining. The union represents about 52,000 civil servants under nine separate salary agreements, of which one, covering some 3,000 Correctional Services employees, does not expire until December 1981. Of the remaining contracts, seven expired at the end of last year and one, covering the Institutional Care category, was due to expire March 31, 1981.

OPSEU's basic salary proposals for the seven categories included increases of up to 20 per cent over one year, split differently between dollars and percentages for the various groups. For the Institutional Care unit, the union sought a general increase of \$1.50 per hour, a cost-of-living adjustment and "stress-and-risk" pay, in a 9-month accord, expiring December 31, 1981 to coincide with the termination of contracts for the other units. Some of the categories also requested additional adjustments for specific classifications, increases in special allowances and a service bonus for those at maximum rates. Non-monetary items, covering improvements in working conditions and benefits, were not included in the proposals, as they are subject to a separate service-wide contract running through December 31, 1981. However, a comprehensive proposal dealing with problems of equal pay and technological change was submitted alongside the monetary matters by the clerical, office and technical units, which are particularly affected by the introduction of word processors and other electronic devices in the government offices.

During January, the union reached and recommended for acceptance additional tentative settlements for four bargaining units. Three of the settlements were ratified in the following months. The Institutional Care category, comprising 6,200 registered nursing assistants, counsellors, ambulance drivers and occupational instructors, ratified a 9-month agreement reached in direct bargaining well ahead of the previous contract's termination date. The new pact provided a general increase of 9.5 per cent plus 3 cents per hour on April 1, 1981, increasing the average wage rate by 73 cents per hour or about 10 per cent. However, the union did not obtain the sought after COLA clause and risk pay. The other two settlements, both of a one-year duration, were finalized in mediation and were subsequently approved by the Maintenance and Technical units. Under the new terms, the 6,600 Maintenance Services employees received a general salary increase of 6 per cent

plus \$11.20 per week, with extra adjustments of 5 per cent for pilots and 3 per cent for air engineers and airframe finishers. In addition, all maintenance employees received a further increase of 1.5 per cent on April 1, which resulted in a combined annual salary increase of 11.12 per cent. The 5,300 Technical Services employees, who were officially at the arbitration stage in January but reverted to mediation in an effort to reach a negotiated settlement, agreed to accept a general salary increase of 9 per cent plus \$2.80 per week and special adjustments to a number of classifications, which together accounted for an annual salary increase averaging 9.8 per cent.

The remaining Administrative Services' settlement, which would have provided a general salary increase of 9 per cent plus \$3.25 per week along with adjustments of 2 per cent for fire services classifications (also amounting to a total average of 9.8 per cent) was rejected by the group in the February ratification vote. Subsequently, the dispute, affecting 4,900 employees, was submitted to final and binding arbitration.

Of the three other categories, the 18,000 clerical and office employees ratified in March one-year settlements reached in mediation. Both agreements provided general salary increases of 9 per cent retroactive to January 1, 1981, plus \$12.35 per week on May 1. The Office Services settlement, affecting 8,400 employees who also sought parity with their clerical counterparts, included further salary adjustments of \$2.50 per week on July 1 for typists, secretaries, clerical typists and stenographers at the 3-5 levels. The increases represented an annual average of about 13.6 per cent for the clerical unit and 14.4 per cent for the office unit, and were influenced by a settlement of similar magnitude covering federal government clerks last year.

Finally, mediated talks for the eighth category, involving 4,500 General Operational Services employees, broke off in February after the union team, looking for a 15.5 increase over one year, rejected the management offer of just under 9.8 per cent. In consequence, this dispute will also be decided by compulsory arbitration.

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Steinberg Inc., Ottawa and other centres in Ont., Hull and Pointe-Gatineau, Que.	Food and Commercial Workers (AFL-CIO/CLC) (food store empls.)	17
The Textile Rental Institute of Ont., Toronto and Hamilton	Laundry Workers (CLC) (Industrial and Commercial Div. empls.)	20
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Xerox Canada Inc., Manufacturing and Distribution Centre, Mississauga	Clothing and Textile Workers (AFL-CIO/CLC)	32
York County Board of Education	CUPE (CLC) (service and maintenance empls.)	34

FOOD AND BEVERAGE

F.W. Fearman Company Ltd. at Burlington - Local 1227, Food and Commercial Workers*
(AFL-CIO/CLC) (550 hourly rated employees): A 24-month renewal agreement effective from November 16, 1980 to November 15, 1982, settled at the conciliation officer stage. Duration of negotiations - 5 months.

*Previously, the Canadian Food and Allied Workers.

Wages:	Effective	Nov. 16/80	Nov. 16/81
General Increases		90¢	95¢
Incremental Increases		7¢ (6 1/2¢)	7 1/2¢
Bracket 0 (includes Labourer)		\$8.05 (\$7.15)	\$9.00
Bracket 40 (includes Electrician)		\$10.85 (\$9.75)	\$12.00

Hours of Work: 40 per week (unchanged).
Paid Holidays: 10 (unchanged).
Paid Vacation: 2 weeks after 2 years, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 25 years (all unchanged).

Bereavement Leave: 1 day in the event of death of a grandchild (new).

Health and Welfare: Life Insurance - \$10,000 (\$7,000) coverage.

Weekly Indemnity - Employer pays 100% of premium costs. Benefit is \$195 per week from the first day of accident or fourth day of sickness. Coverage extends from 17 weeks for employees with 3 to 5 years of service to 52 weeks for employees with 15 or more. Effective in the second year, \$215. No carve out for U.I.C. benefits. (Previously, the plan was U.I.C. integrated and provided benefits of a maximum of \$160 per week for 17 weeks accident /17 weeks sickness for employees with 6 months to 5 years of service and 26 weeks accident/26 weeks sickness for employees with more than 5.)

Dental Plan - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective November 16, 1981, the 1981 ODA fee schedule.

Vision Care (new) - Effective November 16, 1981, \$60 every 2 years for prescription eyeglasses.

Pension Plan: Basic Benefit - \$7.50 (\$5) per month per year of future service.

Meal Allowance: Drivers on layover - \$3 (\$2) for breakfast, \$4 (\$2.50) for lunch, \$5.50 (\$4) for supper. All others - \$3.50 (\$2).

Safety Boot Allowance: \$25 (\$12.50) per year.

Quality Meat Packers Ltd. and Toronto Abbatoirs Ltd. at Toronto - Local 743, Food and Commercial Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82
	Increases	90¢-95¢	95¢
	Labourer (Class 7)	\$8.63 (\$7.73)	\$9.58
	Mechanic Class A	\$9.84 (\$8.89)	\$10.79

Health and Welfare: Weekly Indemnity- Benefit increases to \$189 (\$170) per week or the U.I.C. maximum, whichever is greater. Payable on a 1-1-4-37 basis with unemployment insurance sickness benefits payable from the 3rd to the 17th week.

Dental Plan - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Prescription Safety Glasses Allowance (new): Employer pays 100% of cost for 1 pair every 2 years.

William Neilson Ltd./Ltee at Georgetown and Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC) (740 hourly rated employees): 12-month renewal agreement effective from November 30, 1980 to December 5, 1981, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 30/80	May 31/81
	Increases	10.2% average	10¢
	Packer	\$5.50 (\$5.00)	\$5.60
	Tractor Driver	\$8.60 (\$7.80)	\$8.70
	Electronic Technician	\$11.77 (\$10.70)	\$11.87

Hours of Work: 40 per week (unchanged).

Shift Premium : 0-20¢-30¢ (0-20¢-24¢).

Paid Holidays: 12 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 13 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).

Health and Welfare: Extended Health Care Plan - Effective February 1, 1981, \$25 flat deductible (previously \$25 deductible for individual/\$50 for families).

Dental Plan - Effective February 1, 1981, payments to be based on the 1980 (1978) Ontario Dental Association fee schedule.

Meal Allowance: \$2.70 (\$2.50)

Safety Shoe Allowance: Designated personnel, \$38.50 (\$35) per year; all others, \$33 (\$30).

Tool Allowance: Lubrication mechanic - \$30 (\$27.50) per year; all other tradesmen - \$100 (\$88).

Severance Plan: Applies in the case of plant closure. 1 to 10 years of service - 1 week of pay, 11 to 19 years - 1 1/2 weeks, 20 or more years - 2 weeks. (Previously 1 to 10 years - 1 week, 11 or more years - 1 1/2 weeks.)

LEATHER

Brown Shoe Company of Canada Limited at Perth - Local 365, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 31, 1980 to October 30, 1982, covering 269 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct.31/80</u>	<u>Oct.30/81</u>	<u>Apr.30/82</u>
Increases		55¢ for hourly-rated employees; 10% for incentive employees	50¢ for hourly-rated employees; 9% for incentive employees	2% for incentive employees
Starting Rate		\$3.60 (\$3.25)	\$3.85	

Sample wage rates are not shown because they are based on individual earnings. Rates are established on the basis of variance in skill, effort, responsibility, incentive opportunity and working conditions between jobs.

Waiting Time Pay: 10 (20) minutes recognition period.

Vacation Pay: Effective in 1981, 6.5% (6%) after 8 years and 7% (6%) after 23 years. Effective in 1982, 4.5% (4%) after 1 year, 6.5% (6%) after 5 years, 7.0% after 8 years, 7.5% after 12 years, 8.5% (8%) after 15 years.

Health and Welfare: Extended Health Care - Effective January 1981, employer pays 60% (50%) of premium costs.

Weekly Indemnity - Payable on a 1-1-6-17 (1-1-8-17) basis.

PAPER AND ALLIED

Abitibi-Price Inc., formerly Abitibi Paper Company Limited (Iroquois Falls, Sault Ste. Marie, Thunder Bay, Lakehead Woodlands and Smooth Rock Falls Divisions in Ontario, Beaupre Division in Quebec and Pine Falls Division in Manitoba)- Various Locals, Office Employees (AFL-CIO, CLC): Twelve 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, covering 264 employees, settled with mediation assistance. Duration of negotiations- 3 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
	Increases	15%	9 1/2% with a minimum of \$141 on a 157-hr. mos. and \$156 on a 173-hr. mos.

Additional Adjustments	Some adjustments to the lower grades.	\$6 per mos.
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Monthly Rates

Grade 11 (includes Clerk-Typist)- 7-day operation	\$1,345-\$1,416 (\$1,124-\$1,195)	\$1,492-\$1,563
Talleyman C- 6-day operation	\$1,501-\$1,658 (\$1,334-\$1,402)	\$1,663-\$1,822
Grade G (includes Design Draftsman)- 7-day operation	\$1,863-\$2,221 (\$1,620-\$1,931)	\$2,046-\$2,438

Probationary period is 4 months. Maximum rates are reached after three 6-month and 3 annual increases, based on satisfactory performance.

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Paid Vacation: Effective January 1, 1981, 3 weeks after 4 (5) years' service, 4 weeks after 9 (12) years and 5 weeks after 20 (22) years.

Bereavement Leave (new): Up to 3 consecutive scheduled working days' pay to attend the funeral of a wife or husband, mother, father, brothers, sisters, sons, daughters, mother-in-law, father-in-law, step-mother, step-father, step-sister, step-brother, grandmother and grandfather. One day's compassionate leave when distance prevents the employee from attending the funeral.

Jury Duty, Crown Witness and Subpoenaed Witness Pay (new):	Employer pays the difference between regular salary and fees received.
Paid Leave for Examinations (new):	Employees other than licensed scalers, writing qualifying examinations during scheduled working hours for certificates related to their occupation receive time off with pay, limited to 1 full working day per course.
Health and Welfare:	<p>OHIP - Effective February 1, 1981, employer pays the current rates in effect to April 30, 1982 as established by the provincial governments. (Previously, employer paid \$19 per month for single and \$38 per month for married employees.)</p> <p>Extended Health Care- Effective February 1, 1981, employer pays current premium costs up to the rates in effect to April 30, 1982. (Previously, employer paid \$1.35 per month for single and \$4.65 per month for family coverage.)</p> <p>Long Term Disability - Effective February 1, 1981, maximum benefit increases to \$1,300 (\$1,080) per month.</p> <p>Dental Plan- Effective February 1, 1981, coverage is based on the 1979 (1978) provincial Dental Association fee schedules.</p>
Pension Plan:	<p>Benefit improvement for employees on staff May 2, 1980 - A compounded increase of 25% plus a further 6% in the amount of pension accrued during the period January 1, 1978 to December 31, 1979.</p> <p>Benefit improvement for employees retiring at normal retirement date during the period June 1, 1980 to May 1, 1982 - 20% in the amount of pension accrued.</p> <p>Bridging supplement for early retirements on or after May 2, 1980 - \$11 (\$9) per month times years of service not exceeding 30 years.</p> <p>Maximum normal annual payment to a member is the lesser of; \$1,715 times years of applicable service not exceeding 35, and an amount that is the product of 2% per year of applicable service not exceeding 35 and the average of the best 3 consecutive years of earnings.</p>
Meal Allowance:	\$25 (\$15) per day for the Union Retirement Board members.
Commuter Allowance (new):	Equivalent time off or payment at straight time for hours worked outside of the normal hours and in excess of one-half hour each way from the marshalling point to the work site.
Travel Allowance:	\$1.80 to \$12.48 according to camp location. Effective May 1, 1981, \$2.07 to \$14.35.
Automation/Rate Protection:	Employees set back to a lower paid job maintain their rate for 6 (3) months and for a further period of 6 (3) months an adjusted rate midway between the previous rate and the new rate.

Kruger Inc., Packaging Division, formerly Kruger Pulp and Paper Limited at Toronto Local 1646, Canadian Paperworkers (CLC) (hourly-paid employees):
A 24-month renewal agreement effective from September 16, 1980 to September 15, 1982, covering 205 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 16/80	Sept. 17/81
General Increases		\$1.37	9 1/2% or 90¢ whichever is greater
Skilled Trades Adjustment		38¢	
Additional Adjustment			5¢ excluding Skilled Trades
Job Class Increment, Grades 1-8		1¢	1¢
Bundler		\$8.23 (\$6.85)	\$9.19
Electrician-Electronic (Certified)		\$11.02 (\$9.27)	\$12.07
Shift Premium:	Effective January 5, 1981, 0-22¢-27¢ (0-18¢-24¢). Effective September 16, 1981, 0-25¢-30¢.		
Paid Vacation:	Effective January 16, 1981, 4 weeks after 10 (13) years' service and 5 weeks after 20 (22) years. Effective January 1, 1982, 3 weeks after 4 (5) years and 4 weeks after 9 years.		
Crown Witness Pay (new):	Employer pays the difference between regular salary and fees received.		
Health and Welfare:	<p><u>Weekly Indemnity</u> - Effective January 1, 1981, maximum benefit is \$189 (\$160) per week, payable on 1-1-4-52 (1-4-52) basis.</p> <p><u>Dental Plan</u> - Payments are based on the 1980 (1976) Ontario Dental Association schedule of fees. Employer pays 75% (50%) of cost of premiums. Effective September 15, 1981, 100% to a maximum of \$17.74 per month for married employees and \$5.99 per month for single.</p>		
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1981, \$6 (\$5) per month per year of service.		
Meal Allowance: (new):	Effective June 1, 1982, \$2.50 for employees working more than 10 consecutive hours in one day.		
Technological Change:	Employees set back to a lower-paid job due to automation receive their permanent job rate for 6 months (unchanged) and an adjusted job rate midway between their permanent job and their new permanent job for a further period of 6 (3) months.		

PRINTING, PUBLISHING AND ALLIED

The Globe and Mail (Circulation, Editorial and Maintenance - Delivery Departments) at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): Three 17-month unscheduled wage reopening agreements effective from February 2, 1981 to June 30, 1982, covering 400 employees, were mutually agreed upon between the parties.

Wages:	Effective	Feb. 2/81	July 1/81
Increases		2.5%	\$38.76 for Editorial Writer and Electrician; 8% for all others*

Weekly Rates

Circulation

Group D (Office Messenger)	\$168.62 - \$198.49 (\$164.51 - \$193.65)	\$182.11 - \$214.37
Group A (includes Intermediate Clerk)	\$217.19 - \$277.74 (\$211.89 - \$270.97)	\$234.57 - \$299.96

Editorial

Group 1 (Copy Messenger)	\$169.41 - \$194.70 (\$165.28 - \$189.95)	\$182.96 - \$210.27
Group DD (includes Reporter)	\$295.34 - \$484.48 (\$288.14 - \$472.66)	\$318.97 - \$523.24
Group A (includes Editorial Writer)	\$519.48 (\$507.66)	\$558.24

Maintenance - Delivery

Loader	\$246.89 (\$240.87)	\$266.64
Electrician	\$468.48 (\$456.66)	\$507.24

Probationary period is 3 months. Maximum rates for Copy Messenger and Office Messenger are reached after two 6-month increases. Maximum rates for Intermediate Clerk are reached after 3 years and for Reporter after 5 years.

*Previously, 8% to a maximum of \$37.81, as reported on pages 708 to 710 of the December 1979 Report.

PRIMARY METAL

Chromasco Limited at Haley - Local 4632, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 19, 1980 to October 18, 1983, covering 400 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct.19/80</u>	<u>Oct.19/81</u>	<u>Oct.19/82</u>
General Increases		20¢	24¢	25¢
COLA Fold-in		39¢		
Job Class Increment		.75¢	.75¢	.75¢
Labourer		\$6.82 (\$6.22)	\$7.07	\$7.33
Machinist Mechanic, 1st Class		\$7.94 (\$7.25)	\$8.28	\$8.64
Electronic Repairman		\$8.31 (\$7.60)	\$8.67	\$9.04
Cost of Living Allowance:	1¢ per 0.45 (0.5) change in the Consumer Price Index- 1971=100. Adjusted quarterly and folded-in annually.			
Shift Premium:	0-24¢-29¢ (0-19¢-24¢).			
Saturday and Sunday Premium:	30¢ (25¢) per hour. Effective October 19, 1981, 35¢. Effective October 19, 1982, 40¢.			
Standby Pay:	52¢ (47¢) per hour for Electrician 1st Class on standby. Effective October 19, 1981, 57¢. Effective October 19, 1982, 62¢.			
Paid Holidays:	Heritage Day, if declared is added for a total of 12 days.			
Paid Vacation:	3 weeks after 10 (12) years' service and 4 weeks after 20 (22) years.			
Bereavement Leave:	5 (3) days' paid leave for spouse.			
Health and Welfare:	Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage. Effective in 1981, \$12,000. Effective in 1982, \$14,000.			
	<u>Weekly Indemnity</u> - Employer pays 100% (80%) of premium costs. Benefit is \$100 per week for the first 17 weeks and \$150 thereafter for 35 weeks, payable on a 1-1-4-52 basis. Effective October 19, 1982, \$175 per week for the 35 weeks. (Previously, \$100 per week, payable on a 1-8-52 basis).			
	<u>Major Medical</u> - Employer pays 100% (80%) of premium costs. Drug plan is added with 80%/20% co-insurance.			
	<u>Dental Plan (new)</u> - Effective April 1, 1981, employer pays 100% of premium costs for a basic plan. Payments are based on the current Ontario Dental Association fee schedule.			
Pension Plan:	<u>Basic Benefit</u> - \$6 (\$4.50) per month per year of service.			

CHEMICAL AND CHEMICAL PRODUCTS

Allied Chemical Canada Ltd. at Amherstburg - Local 89, Auto Workers (CLC) (530 hourly rated employees): A 24-month renewal agreement effective from November 1, 1980 to October 31, 1982, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 1/80	Jan. 1/81	Nov. 1/81
COLA Fold-in			\$1.31	
General Increases		5%		3%
General Labour (Labour Grade 2)		\$9.82 (\$9.35)	\$11.13	\$11.46
Journeyman (Labour Grade 10)		\$11.06 (\$10.53)	\$12.37	\$12.74

Upgrading - Effective November 1, 1980, various classifications including "A" Rigger, "A" Pipefitter, "A" Field Repairman, and "A" Quarry Repair to be upgraded by one grade.

Cost of Living Allowance: \$1.36 was generated under the previous agreement. \$1.31 is folded-in to wages January 1, 1981, leaving a float of 5¢ remaining. Using the 1971 Index, 1¢ for each 0.3 point increase in the average CPI for the quarter January-February-March 1981 over the base index of 218. Similar calculations will be made for the 7 subsequent quarters. (Basic formula is unchanged but base was 178.7.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-43¢-63¢ (0-35¢-52¢). Effective November 1, 1981, 0-48¢-70¢.
Twelve Hour Shifts - 36¢ (29¢). Effective November 1, 1981, 39¢.

Paid Holidays: 14 days plus 3rd Monday in July (2nd Monday in February 1980) for a total of 15 days (unchanged.)

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).

Bereavement Leave: Step-brother and step-sister added to definition of immediate family for 3 days' paid leave.

Health and Welfare: Life Insurance - Effective February 1, 1981, \$22,000 (\$19,000) non-contributory. Effective November 1, 1981, \$24,000. Optional contributory coverage remains at \$3,000.

Life Insurance for Pensioners - \$2,000 (\$1,000) non-contributory coverage.

Sickness and Accident - Effective following ratification, \$235 (\$210) per week. Effective November 1, 1981, \$255.

Extended Health Care - Effective February 1, 1981, \$60 (\$50) vision care allowance every 2 years; \$450 audio allowance every 3 years (previously over a lifetime).

Insurance for Survivors of Pensioners (new) - The employer will maintain premiums for OHIP, Semi-Private Hospitalization and Extended Health Care.

Dental Plan - Effective February 1, 1981, deductibles set at \$10 (\$25) per individual and \$30 (\$75) per family. Annual maximum coverage is \$1,000 (\$750). Orthodontic lifetime maximum is \$750 (\$500). Lifetime maximum coverage for other services is \$7,500 (\$5,000). Payments will continue to be based on the current Ontario Dental Association fee schedules.

Pension Plan: Special Payment (new) - A one time lump sum payment to those receiving a pension as of December 1, 1981:

Retired prior to 1965 - \$600
Retired between 1965 and 1975 - \$400
Retired after 1975 - \$300

Meal Allowances: Effective January 9, 1981, breakfast - \$4.75 (\$3.75), dinner - \$6 (\$4.75); November 1, 1981, \$5 and \$6.50 respectively.

Safety Shoe Allowance: Effective in 1981, \$75 (\$55) per year. Effective in 1982, \$90.

Cyanamid Canada Inc. (Welland Plant) at Niagara Falls - Local 21, Energy and Chemical Workers* (CLC): A 12-month renewal agreement effective from November 16, 1980 to November 15, 1981, covering 405 employees, settled with mediation assistance. Duration of negotiations - 3 months.

*Previously, Canadian Chemical Workers.

Wages:	Effective	Nov. 16/80
	General Increase	12.3%
	Skilled Trades Adjustment	10¢-14¢
	Labourer	\$7.79 (\$6.73)
	Electrician 1A	\$10.25 (\$9.00)

Shift Premium: 0-36¢-42¢ (0-31¢-37¢).

Sunday Premium: \$1.25 (\$1.00) per hour.

Health and Welfare: Weekly Indemnity - Maximum benefit increases to \$275 (\$240) per week. Payable as previously, on a 1-3-26 basis.

Extended Health Care - No deductible. (Previously, \$10/\$20 deductible.) Maximum claim for eyeglasses is \$100 (\$80) every 2 years. Coverage while travelling outside of Canada is added.

Dental Plan - Employer pays 75% (60%) of premium costs. Rider No. 2 is added.

FORESTRY

Domtar Inc. Domtar Forest Products, Woodlands Division, formerly Domtar Forest Products, Nipigon Division at Red Rock - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 239 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Increases:			
Hourly Rated		\$1.37	9.5%
Pieceworkers		11%	9%
Adjustment (Class "A" Tradesman)		38¢	
Labourer, General		\$10.01 (\$8.64)	\$10.96
Carpenter (qualified)		\$12.23 (\$10.48)	\$13.39
Shift Premiums:	0-29¢-32¢ (0-27¢-30¢). Effective September 1, 1981, 0-32¢-35¢. 29¢ (27¢) per hour for each second shift worked for Cook, Baker, Second cook, Cooke, Choreboy and Watchman. Effective September 1, 1981, 32¢.		
Premium Pay:	40¢ (35¢) per hour for tradesmen and helpers assigned to a bush garage, or to work in the yard of the main camp or central garage for 1 full shift, or to work away from a main camp or central garage.		
Lost Time Pay:	Effective January 30, 1981, pieceworkers receive pay for all hours lost in excess of 1 hour, including travelling time for lack of assignment to a cutting area and for the failure of the Company to supply a skidder.		
Holiday Pay:	Effective January 30, 1981, employees laid off 30 (21) days immediately prior to a holiday, receive holiday pay. Seasonal employees are now included to receive holiday pay (new).		
Vacation Pay:	4% (new) for seasonal employees. 8% after 2,000 (2,400) days worked. Effective September 1, 1981, 6% after 800 (1,000) days worked and 10% after 4,000 (4,400) days.		
Crown Witness Pay (new):	Employer pays the difference between regular pay and fees received.		

Health and Welfare:	<u>Life Insurance</u> - Effective February 1, 1981, \$25,000 (\$20,000) coverage. <u>OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plans</u> - Effective February 1, 1981, employer contributes \$23.13 (\$21.09) per month for single employees and \$47.27 (\$42.63) per month for married employees. <u>Weekly Indemnity</u> - Effective February 1, 1981, benefit increases to \$250 (\$210) per week. Effective September 1, 1981, \$275 per week. <u>Long Term Disability</u> - Effective February 1, 1981, benefit increases to \$1,300 (\$800) per month. <u>Dental Plan</u> - Effective February 1, 1981, payments are based on the 1979 (1978) Ontario Dental Association fee schedule. Effective September 1, 1981, the 1980 ODA fee schedule.
Mileage Allowance:	Effective January 30, 1981, 15¢ per kilometer (22¢ per mile). Effective September 1, 1981, 17¢ per kilometer.
Safety Apparel Allowance:	Effective January 30, 1981, employer will sell to employees safety boots at \$8 (\$5.50), safety pants at \$6 (\$5.50) and safety gloves and mitts at \$5 (\$3.50) below cost price.
Travel Allowance:	Effective February 1, 1981, \$5.34 (\$4.45) per week. Effective September 1, 1981, \$6.14 per week.
Fire and Theft Insurance:	Maximum of \$2,000 (\$1,500) coverage on tools and personal belongings.
License Renewal (new):	Employer will reimburse truck or bus drivers for time lost when summoned by the Ministry of Transportation and Communications to renew their licenses.
Power Saw Rentals:	\$8 (\$7.25) or \$9 (\$8.25) per day, depending on type of operation. Effective September 1, 1981, \$8.50 or \$9.50, respectively.

E.B. Eddy Forest Products Ltd., Forestry Division at Espanola - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 257 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Increases:			
Hourly Rated		\$1.37	9.5%
Pieceworkers		11%	9%
Adjustment (Class "A" Tradesmen)		38¢	

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
General Labourer (Hourly Rated)	\$10.01 (\$8.64)	\$10.96
Carpenter (qualified)	\$12.23 (\$10.48)	\$13.39
Shift Premium:	0-29¢-32¢ (0-27¢-30¢). Effective September 1, 1981, 0-32¢-35¢.	
Premium Pay:	40¢ (35¢) per hour for tradesmen and helpers assigned to a bush garage, or to work in the yard of the main camp or central garage for 1 full shift, or to work away from a main camp or central garage.	
Holiday Pay:	Qualified employees laid off 30 (21) days immediately preceding a holdiday receive holiday pay.	
Vacation Pay:	8% after 2,000 (2,400) worked days. Effective September 1, 1981, 4% for less than 800 (1,000) worked days, 6% after 800 (1,000) and 10% after 4,000 (4,400) worked days.	
Crown Witness Pay (new):	Employer pays the difference between regular salary and fees received.	
Health and Welfare:	<u>Life Insurance</u> - \$25,000 (\$20,000) coverage. <u>OHIP, Blue Cross Drug Plan and Semi-Private Hospital Care Plan</u> - Employer contributes \$23.13 (\$21.09) per month for single employees and \$47.27 (\$42.63) per month for married employees. <u>Weekly Indemnity</u> - Effective February 1, 1981, benefit increases to \$250 (\$210) per week. Effective September 1, 1981, \$275 per week. <u>Long Term Disability Plan</u> - Effective February 1, 1981, maximum benefit is \$1,300 (\$800) per month. <u>Dental Plan</u> - Effective February 1, 1981, payments are based on the 1979 (1978) Ontario Dental Association schedule of fees. Effective September 1, 1981, the 1980 ODA fee schedule.	
Commuter Allowance:	\$5.61 (\$5.10) per day. Effective September 1, 1981, \$6.17 per day.	
Mileage Allowance:	24¢ (22¢) per mile for employees who use their own transportation. Effective September 1, 1981, 27¢.	
Safety Apparel Allowance:	Employer will sell to employees safety boots at \$8.00 (\$5.50), saftey pants at \$6.00 (\$5.50) and safety gloves and mitts at \$5.00 (\$3.50) below cost price.	
Travel Allowance:	\$7.50 (\$6.30) per week. Effective September 1, 1981, \$8.60 per week.	
Fire and Theft Insurance:	Maximum of \$2,000 (\$1,500) coverage on tools and personal belongings.	

Power Saw Rentals: \$8 (\$7.25) or \$9 (\$8.25) per day, depending on type of operation. Effective September 1, 1981, \$8.50 or \$9.50, respectively.

Licence Renewal (new): Truck or bus drivers are reimbursed for time lost, when renewal of license is required.

TRANSPORTATION

Canadian Pacific Air Lines Ltd., system-wide - Railway Clerks (AFL-CIO/CLC) (1,500 agents, dispatchers, assistant dispatchers, ground hostesses and teletypists): A 24-month renewal agreement effective from November 3, 1980 to October 30, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 3/80	Nov. 2/81
General Increases		12%	10%
<u>Monthly Rates</u>			
Teletypist	\$1,038.13-\$1,693.03 (\$909.73-\$1,410.02)		\$1,141.94-\$1,862.33
Agent	\$1,050.64-\$1,863.90 (\$919.67-\$1,621.76)		\$1,155.70-\$2,050.29
Dispatcher	\$2,059.19-\$2,783.02 (\$1,838.56-\$2,474.84)		\$2,265.11-\$3,061.32

Adjustments - Effective November 3, 1980, the 9th 26-week monthly wage rate for agents and passenger service representatives, assistant dispatchers and dispatchers will be increased by \$10 per month prior to the general percentage increase.

Effective November 3, 1980, the 8th 26-week monthly wage rate for teletypist will be increased by \$75 per month prior to the general percentage increase.

Probationary period is 6 months consisting of a minimum of 120 days of work. Maximum rates are reached after nine 26-week increases.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-36¢-43¢ (0-31¢-38¢).

Paid Holidays: 11 (unchanged).

Paid Vacation: Effective January 1, 1981, 5 weeks after 15 (20) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 10 years (unchanged).

Health and Welfare: Group Life Insurance - Effective March 1, 1981, 3 times (2) annual salary to a maximum of \$25,000. Company pays 100% of premium cost.

Group Life Insurance Coverage for Spouse (new) - Effective March 1, 1981, \$2,000. Company pays 100% of premium cost.

Dental Plan - Effective March 1, 1981, 75% (50%) payment for Plan B. March 1, 1981, \$2,000 maximum annual benefit per employee paid per listed beneficiary (new).

Pension Plan: Employee Contributions - Effective March 1, 1981, 4% of his compensation not exceeding annual pensionable earnings and 5 1/2% of compensation in excess of that year's pensionable earnings. Subject to acceptance by the Federal Government Department of Insurance and Revenue Canada - Taxation (previous percentages unavailable).

Meal Allowance: Effective February 1981, \$5.50 (\$5). Effective November 2, 1981, \$6.

Safety Footwear Allowance: Effective January 1, 1981, maximum of \$40 every 12 (24) months.

Uniform Issue: Effective January 1, 1981, 5 (3) blouses for female agents and 5 (3) shirts for male agents.

Paid Leave of Absence: Vacation - Effective January 1, 1982, 2% of wages in lieu of 5 days paid leave (previously leave only). Employees hired on or after January 1, 1981, will not be entitled to this election until completion of 5 years' service; other employees 1 year.

Longevity Pay: Effective November 3, 1980, 10¢ (6¢) per hour after 10 years' service. Also 15¢ after 15 and 20¢ after 20 (new).

RETAIL TRADE

Steinberg Inc. at Ottawa and other centres in Ontario, Hull and Pointe-Gatineau in Quebec - Local 486, Food and Commercial Workers* (AFL-CIO/CLC) (1,235 food store employees): Two 24-month renewal agreements effective from October 1, 1980 to September 30, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

*Previously, the Retail Clerks.

Wages: Effective Sept. 29/80 Oct. 5/81

General Increases:

Full-time Employees	\$35/week	\$30/week
Part-time Employees	65¢/hour	65¢/hour

Weekly Rates/Full-time - Ottawa

Junior Clerk (0-12 months)	\$265.32-\$335.67 (\$230.32-\$300.67)	\$295.32-\$365.67
Meat Cutter (0-30 months)	\$282.82-\$381.67 (\$247.82-\$346.67)	\$312.82-\$411.67

	<u>Sept. 29/80</u>	<u>Oct. 5/81</u>
Meat Manager	\$433.17 (\$398.17)	\$463.17
<u>Hourly Rates/Part-time - Ottawa</u>		
Meat Cutter (0-30 months)	\$5.40-\$8.25 (\$4.75-\$7.60)	\$6.05-\$8.90
Other Part-timers (0-36 months)	\$4.95-\$7.68 (\$4.30-\$7.03)	\$5.60-\$8.33

Cost of Living Allowance (Full-time) (new): Quarterly payments of \$39 per quarter in the first year and \$91 per quarter in the second.

Hours of Work: Effective October 5, 1981, 37 (38) per week.

Night Shift Premium: 80¢ (65¢) per hour.

Relief Premium: \$15 (\$10) per week.

Refrigeration Machinery Verification Premium: \$25 (\$20) flat fee.

Paid Holidays: 10 (unchanged).

Paid Vacation: Full-time employees - Effective in 1981, 4 weeks after 9 (10) years' service. Also 1 week after 6 months, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Part-time employees - 4% after 6 months and 6% after 5 years (unchanged). Effective in 1981, 8% after 10 years (new).

Health and Welfare: Dental Plan - Effective February 2, 1981, employer contributes 8¢ (7¢) per regular hour worked.

Allowances (Maintenance Employees): Car, \$50 (\$10) per week; truck, \$75 (\$20) per week; standby, \$35 (\$25) per week.

Meal Allowance: \$2.75 (\$2.50)

Christmas Bonus (Part-time): \$30 (\$20) per year, payable to employees with 6 months' continuous service; \$40 (\$30) - 1 year; \$60 (\$50) - 5 years.

EDUCATION AND RELATED SERVICES

Perth County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 280 employees, settled at the post fact finder bargaining stage. Duration of negotiations --11 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Mar. 1/81</u>
	Increases	8.1%	2.2%
	Teacher Category I 0-11 years	\$14,652-\$25,141 (\$13,554-\$23,256)	\$14,973-\$25,690
	Teacher Category IV 0-11 years	\$17,586-\$32,000 (\$16,268-\$29,600)	\$17,971-\$32,700

Health and Welfare: OHIP - Employer pays 80% (75%) of premium costs.

Responsibility Allowances: Principals - \$41,765-\$44,125 (\$38,210-\$40,370)
Vice-Principals - \$36,640-\$39,000 (\$33,250-\$35,680)
Department Head - \$2,585 (\$2,350)
Assistant Department Head - \$1,210 (\$1,100)
and Assistant Director
Minor Head - \$1,760 (\$1,600)

Audio Visual Allowance: \$825 (\$750) per year for teachers appointed to special work with Audio Visual materials in a school.

"4 Over 5 Years" Leave Plan (new): Employees may elect to be paid at 80% of salary over 5 years in order to have the option of teaching 4 years and taking 1 year's leave of absence.

Early Retirement Incentive Plan (new): Committee established to study the program and make a recommendation no later than May 1, 1981.

HEALTH AND WELFARE SERVICES

Windsor Metropolitan General Hospital - Local 210, Service Employees (AFL-CIO/CLC):
A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 200 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General Increases	80¢ per hour	75¢ per hour
	<u>Monthly Rates</u>		
	Housekeeping Aide	\$1,008-\$1,053 (\$869-\$914)	\$1,131-\$1,176
	Attendant I	\$1,176-\$1,218 (\$1,037-\$1,079)	\$1,299-\$1,341

Probationary period is 60 working days. Maximum rates are reached after two 6-month increases.

Shift Premium: 0-\$1.85-\$1.85 (0-\$1.65-\$1.65). Effective April 1, 1981,
0-\$2.05-\$2.05

Paid Holidays: Half-time employees receive the same proportion as time worked to full-time employees (new).

Paid Vacation: 3 weeks after 3 (4) years' service. Effective in 1981, 4 weeks after 10 (12) years.

Half-time employees receive vacation entitlements on a pro-rata basis. (Previously, received 1/2 of the full-time entitlement.)

Bereavement Leave: 3 days' leave upon death of spouse, parent, child, mother-in-law or father-in-law. (Previously, 1 day's leave if death occurred outside continental North America and 3 days' leave if death occurred within the continent.)

Health and Welfare: Drug Plan - Employer pays 100% (80%) of premium costs.

Dental Plan - Employer pays 75% (50%) of premium costs.

PERSONAL SERVICES

The Textile Rental Institute of Ontario at Toronto and Hamilton - Local 351, Laundry, Workers (CLC) (1,900 Industrial and Commercial Division employees): A 36-month renewal agreement effective from January 1, 1981 to December 31, 1983*, settled at the bargaining stage. Duration of negotiations - 4 months.

*The agreement will terminate December 31, 1982 if negotiations for a scheduled wage reopener for the last year are unsuccessful. (Due to unsuccessful wage reopener negotiations for the last year of the previous agreement, that agreement terminated December 31, 1980 instead of December 31, 1981 as scheduled.)

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	Increases:			
	General Help	55¢	50¢	Wage Reopener
	Classified Help	60¢	55¢	
	Maintenance	70¢	70¢	
	General Help	\$4.90 (\$4.35)	\$5.40	
	Classified Help	\$6.10 (\$5.50)	\$6.65	
	Maintenance	\$7.20 (\$6.50)	\$7.90	

Hours of Work: 40 per week (unchanged).

Overtime Pay: Time and one-half on Saturday and double time on Sunday regardless of the number of hours worked during the regular preceding work week. (Previously, must have worked 40 hours.)

Paid Holidays: Boxing Day is added for a total of 9 days.

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 20 (25) years. Also 2 weeks after 1 year (unchanged).

Health and Welfare: Employer Contribution - Effective February 1, 1981, \$35 (\$30) per month per employee.

Safety Shoe Allowance: \$30 (\$20) per pair, maximum 2 pairs per year where required.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (860 biological sciences group employees): A 17-month renewal agreement effective from February 16, 1981 to July 6, 1982, with wages retroactive to July 7, 1980, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 7/80</u>	<u>July 7/81</u>
	General Increases	9% excluding recruiting rates	9%
	<u>Annual Rates</u>		
	BI-1	\$11,525-\$24,469 (\$11,000-\$22,449)	\$12,562-\$26,671
	BI-3	\$28,550-\$34,655 (\$26,193-\$31,794)	\$31,120-\$37,774
	BI-5	\$38,494-\$42,786 (\$35,316-\$39,253)	\$41,958-\$46,637

Hours of Work: 37 1/2 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Maternity Leave: Employee will receive an allowance equal to 2 weeks of U.I.C. benefits (new).

Leave With Pay for Family Related Responsibilities (new): Up to one-half day to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of a sick member of the employee's family, to maximum 5 days per year.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees' Union (NUPGE) (CLC) (scientific and professional category) (4,330 employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>May 1/81</u>
	General Increase	9.5%	
	Additional Adjustment		3% for Nurses, Occupational Therapists and Radiation Protection Physicists.
	<u>Weekly Rates</u>		
	Nurse 1, General (40 hours per week)	\$322.07-\$389.27 (\$294.13-\$355.50)	\$331.73-\$400.95
	Community Planner 4 (36 1/4 hours per week)	\$528.18-\$632.59 (\$482.36-\$577.71)	\$528.18-\$632.59
	Education Officer 3 (36 1/4 hours per week)	\$697.25-\$869.69 (\$636.76-\$794.24)	\$697.25-\$869.69

LOCAL ADMINISTRATION

Peel Regional Board of Commissioners of Police - Police Association (Ind.) (615 police officers): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
	General Increases	10.6%	5%	10%
	Additional Adjustment	\$800 for Constable 4th Class		
	<u>Annual Rates</u>			
	Cadet (3rd Class)	\$13,431 (\$12,144)	\$14,103	\$15,513
	Constable (3rd Class)	\$20,189 (\$18,254)	\$21,198	\$23,318
	Constable (1st Class)	\$25,820 (\$23,345)	\$27,111	\$29,822
	Staff Sergeant*	\$30,304 (\$27,400)	\$31,819	\$35,001

*Now the highest paid position in the bargaining unit. Staff superintendent and other senior officer classifications are now included in a separate new bargaining unit.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 10 (11) years' service. Also 2 weeks after 1 year, 3 weeks after 4 years, 5 weeks after 18 years and 6 weeks after 25 years (all unchanged).

Effective in 1982, 6 weeks after 22 years.

Health and Welfare: Vision Care (new) - Coverage to be provided for employees and dependents as soon as arrangements can be made. Financed from savings made in other premiums as the result of carrier change.

Dental Plan - Employer pays 100% (75%) of premium costs. Payments will continue to follow the Ontario Dental Association fee schedule in effect from year to year.

Pension Plan: Employees may buy back war service credit (new).

Cleaning Allowance: \$135 (\$110) per year. Effective for 1982, \$170.

Mileage Allowance: Economy class airfare or 17¢ per kilometre (15¢ per mile) to attend classes out-of-town.

Plain Clothes Allowance: \$600 (\$500) per year. Effective for 1982, \$650.

ADDENDUM

May 1980 Settlement

CONSTRUCTION

Electrical Contractors Association of Ontario (Electrical Trade Bargaining Agency) - Construction Council of Ontario, Electrical Workers (IBEW) (AFL-CIO/CLC) (commercial, industrial and institutional construction): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 12,000 employees, settled at the post conciliation bargaining stage and ratified in May, 1980. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 5/80</u>	<u>May 1/81</u>
Package Increases		\$1.25	\$1.25
Journeyman Electrician (Thunder Bay)		\$13.89 (\$12.75)	\$15.03
Journeyman Electrician (Hamilton)		\$15.63 (\$14.54)	\$16.76

Height Premium (Sudbury Local): \$5 (\$4) per hour.

Underground Work and Work in Pressurized Chambers Premium (Sudbury Local):	40¢ (35¢) per hour.
Call-Out Pay:	Minimum payment 1.5 (1) hours at double the straight time rate.
Health and Welfare:	Employer contributes; 70¢ (60¢) per hour worked for Central Ontario, \$1.00 (50¢) for Georgian Bay, 7¢ (2¢) for Hamilton, 62¢ (91¢) for London, 95¢ (80¢) for Niagara Peninsula, 50¢ (unchanged) for Oshawa, \$1.41 (\$1.25) for Ottawa, 93¢ (\$1.25) for Pembroke, 65¢ (50¢) for Quinte-St Lawrence, 60¢ (90¢) for Sarnia, 70¢ (54¢) for Sudbury, 52¢ (unchanged) for Thunder Bay, 79¢ (64¢) for Toronto and 55¢ (50¢) for Windsor. Effective May 1, 1981, \$1.56 for Ottawa local only.
Pension Plan:	Employer contributes; \$1.00 (75¢) per hour worked for Central Ontario, 35¢ (new) for Georgian Bay, 72¢ for London, 50¢ (35¢) for Niagara Peninsula, 75¢ (65¢) for Oshawa, 35¢ for Pembroke, 45¢ (30¢) for Quinte-St Lawrence, 72¢ for Sarnia, 50¢ (25¢) for Sudbury, 50¢ (new) for Toronto and 65¢ (55¢) for Windsor. Effective May 1, 1981, \$1.25 for Central Ontario, 84¢ for London, 60¢ for Quinte-St Lawrence and 78¢ for Sarnia.
Association Fund:	Employer contributes 6¢ (5¢) per hour worked for Toronto, 7¢ (5¢) for Central Ontario, Niagara Peninsula and Thunder Bay locals, 8¢ (6¢) for London and Sarnia locals and 7¢ for Quinte-St Lawrence) and 10¢ (8¢) for Sudbury. All other locals remain unchanged. Effective May 1, 1981, employer contributes 7¢ per hour worked for Toronto and 9¢ per hour worked for Quinte-St. Lawrence.
Board Allowance:	Increases \$3 per day for all locals. Effective May 1, 1981, \$2 increase per day for Sudbury local only.
Mileage Allowance:	30¢ (25¢) per mile.
Travel Allowance:	Zone rates increase by \$1 per day for Georgian Bay, London, Niagara Peninsula, Oshawa and Windsor locals, \$1.50 for Hamilton local and \$2 for Sarnia local.

June 1980 Settlements

CONSTRUCTION

Labourers Employer Bargaining Agency for the Labour Relations Bureau of the Ontario General Contractors Association, Ontario Masonry Contractors Association, Industrial Contractors Association of Canada, Waterproofing Contractors Association of Ontario and Concrete Floor Contractors Association of Ontario - Ontario Council, Labourers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 26, 1980 to April 30, 1982, covering 16,000 employees, settled at post mediation bargaining stage and ratified in June, 1980. Duration of negotiations - 4 months.

A. MASTER PORTION

Effective	<u>June 2/80</u>	<u>May 1/81</u>
General Increases	\$1.05	85¢
<u>Local 247, Kingston</u>		
Labourer - OLRB	\$11.38	\$12.15
Area 29	(\$10.47)	
Areas 12 and 30	(\$10.23)	
Reporting Pay	3 (2) hours pay when reporting for work at the employers yard or job site and work is not available due to reasons other than inclement weather.	
Pension	Employer contributes 40¢ (35¢) per hour worked.	
Board Allowance	\$25 (\$17) per day.	
Clothing Allowance	\$100 (\$65) reimbursement for loss of clothing due to fire on the employers' premises.	
Travel Allowance	25¢ (20¢) per mile or 15¢ (14¢) per km.	
<u>Ontario Construction Labour Relations Association: Local 491 - Timmins, Local 493 - Sudbury and Local 1036 - Sault Ste Marie</u>		
Labourer (Sault Ste Marie)	\$9.69 (\$8.92)	\$10.38
Shift Premium	\$1.00 (80¢) per hour	
Health and Welfare	75¢ (55¢) per hour	85¢ per hour
Board Allowance	\$22 (\$20) per day	\$24.20 per day
Travel Allowance	20¢ (18¢) per mile	22¢ per mile
Labourer (Sudbury)	\$9.77 (\$9.00)	\$10.50
Health and Welfare	54¢ (44¢) per hour	
Pension	60¢ (50¢) per hour	65¢ per hour
Board Allowance	\$18 (\$16.50)	\$20
Labourer (Timmins)	\$9.86 (\$9.00)	\$10.54
Health and Welfare	40¢ (30¢) per hour	50¢ per hour
Board Allowance	\$22 (\$20) per day	\$24 per day
Travel Allowance	20¢ (18¢) per mile	22¢ per mile

	<u>June 2/80</u>	<u>May 1/81</u>
<u>Local 506, Toronto</u>		
Labourer	\$11.71 (\$10.76)	\$12.47
Training Fund	8¢ per hour (unchanged)	10¢
Transportation Allowance	\$4.25 (\$4) per day in Zone 2	\$4.50 per day
Travel Allowance (Plastering Labourers)	Zone 2 - \$4.25 (\$4) per day Zone 3 - \$13.20 (\$12) per day Zone 4 - \$22 (\$20) per day	\$4.50 per day \$14.50 per day \$24.20 per day
<u>Local 527, Ottawa</u>		
Labourer	\$10.16 (\$9.25)	\$10.75
Health and Welfare	60¢ (55¢) per hour	
Pension	20¢ per hour (unchanged)	40¢
Board Allowance	\$16.50 (\$15) per day	\$18 per day
<u>Local 625, Windsor</u>		
Labourer	\$11.55 (\$10.86)	\$12.34
Health and Welfare	35¢ (15¢) per hour	
Pension	40¢ (30¢) per hour	40¢
Board Allowance	\$84 (\$77) per week or \$16.90 (\$15.40) per day	\$93 per week or \$18.60 per day
Meal Allowance	\$3.63 (\$3.30)	
Mileage Allowance	21¢ (19¢) per mile	23¢ per mile
Transportation Allowance	\$4.23 (\$3.85) per day with- in the 20 mile limit; \$6.05 (\$5.50) per day outside the 20 mile limit	\$4.65 per day; \$6.65 per day
<u>Local 837, Hamilton</u>		
Labourer	\$10.79 (\$9.95)	\$11.56
Refractory (firebrick) Masons Premium	15¢ (10¢) per hour	
Health and Welfare	90¢ (87¢) per hour	

	<u>June 2/80</u>	<u>May 1/81</u>
Pension	60¢ (50¢) per hour	
Board Allowance	\$75 (\$66) per week	\$85 per week
Travel Allowance	23¢ (21¢) per mile	25¢ per mile. Effective March 1, 1982, 28¢ per mile

Local 1059, London

Labourer	\$11.07 (\$10.14)	\$11.83
Health and Welfare	20¢ (15¢) per hour	22¢ per hour
Board Allowance	\$25 (\$22) per day	
Travel Allowance	25¢ (22¢) per mile	

Local 1089, Sarnia

Labourer	\$11.69 (\$10.90)	\$12.39
Premium Pay	\$1.00 (35¢) per hour for swing scaffold work	
Health and Welfare	20¢ (15¢) per hour	
Pension	30¢ (25¢) per hour	35¢ per hour
Dental Plan	15¢ per hour (unchanged)	20¢
Board Allowance	\$16.50 (\$15) per day	\$18.15 per day
Travel Allowance	\$4.05 (\$3.30) per day	

B. ONTARIO MASONRY CONTRACTORS APPENDIX (ALL LOCALS)

Effective	<u>June 2/80</u>	<u>May 1/81</u>
Labourer	Rates vary as per local schedule	
Premium Pay	50¢ per hour for work on a scaffold 25 feet or more above the working platform; \$1 for work on a smoke stack above 100 feet; 50¢ per hour for work in an area where the temperature is 150°F or 65°C (new)	

C. WATERPROOFING CONTRACTORS APPENDIX

Effective	<u>June 2/80</u>	<u>Nov.1/80</u>	<u>May 1/81</u>	<u>Nov.1/81</u>
<u>Local 506, Toronto</u>				
Journeyman	\$11.84 (\$11.39)	\$12.34	\$12.84	\$13.10

	<u>June 2/80</u>	<u>Nov.1/80</u>	<u>May 1/81</u>	<u>Nov.1/81</u>
Car Allowance	23¢ (21¢) per mile		25¢ per mile	
Fire Allowance (new)	Employer pays up to \$100 for loss of clothing			

D. CONCRETE FLOOR CONTRACTORS APPENDIX

Effective	<u>June 2/80</u>	<u>Nov.1/80</u>	<u>May 1/81</u>	<u>Nov.1/81</u>
<u>Local 506, Toronto</u>				
Concrete Mason	\$11.84 (\$11.39)	\$12.34	\$12.84	\$13.10
Training Fund				10¢ (8¢) per hour
Board Allowance	\$22 (\$20) per day			
Mileage Allowance	23¢ (21¢) per mile; 18¢ (16¢) per mile when employer supplies transportation		25¢ per mile; 20¢ per mile when employer supplies transportation	
Travelling Allowance	\$3.85 (\$3.50) per day in Zones 2 and 3		\$4 per day	
<u>Local 837, Niagara and Hamilton</u>				
Cement Mason	\$11.18 (\$10.80)	\$11.55	\$11.95	\$12.27
Health and Welfare	90¢ (82¢) per hour			
Pension	30¢ (20¢) per hour		40¢ per hour	
Fire Allowance (All Locals):	Employer pays up to \$100 (\$65) for loss of clothing.			
Premium Pay (Toronto and Hamilton only) (new):	\$3 per hour for in plant maintenance performed directly for the company, on week-end work, up to eight hours per day.			

Oshawa Area Signatory Contractors - Local 597, Labourers (AFL-CIO/CLC) and Local 230, Teamsters (Ind.): A 22-month renewal agreement effective from June 26, 1980 to April 30, 1982, covering 200 employees, settled at the conciliation officer stage and ratified in June, 1980. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 26/80</u>	<u>Oct. 1/80</u>
	Increases	43¢	29¢

	<u>June 26/80</u>	<u>Oct. 1/80</u>
Labourer	\$8.89 (\$8.41)	\$9.18
Float Driver	\$9.69 (\$9.26)	\$9.98
Effective	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>
Increases	50¢ for Labourers; 55¢ for Teamsters	18¢ for Labourers; 28¢ for Teamsters
Labourer	\$9.68	\$9.86
Float Driver	\$10.53	\$10.81

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Vacation Pay: Effective April 1, 1981, 10% (9%).

Health and Welfare: Employer contributes 70¢ (60¢) per hour worked for Teamsters. Effective October 1, 1980, 80¢.

Employer contributes 60¢ (55¢) per hour worked for Labourers. Effective October 1, 1980, 65¢. Effective April 1, 1981, 70¢.

Pension Fund (Labourers only): Effective October 1, 1980, employer contributes 55¢ (50¢) per hour worked. Effective October 1, 1981, 65¢.

Board Allowance: \$16 (\$14) per day.

Clothing Allowance: \$100 (\$85) for loss of clothing due to fire on employer's premises.

Mileage Allowance: 16¢ (13¢) per kilometer.

Ontario Mechanical Contractors Association - Ontario Pipe Trades Council, Plumbers (AFL-CIO/CLC): A 23-month renewal agreement effective from May 21, 1980 to April 30, 1982, covering 12,000 employees, settled with mediation assistance during a work stoppage and ratified in June, 1980. Duration of negotiations - 2 1/2 months.

MCA Zone 3 Sudbury - Local 800

	Effective	<u>May 21/80</u>	<u>May 1/81</u>
Wages:			
Journeyman		\$12.74 (\$11.65)	\$13.74

Health and Welfare: Employer contributes \$1.07 (\$1.00) per hour.

Pension Plan: Employer contributes \$1.00 (87¢) per hour.

Board Allowance: \$27 (\$25) per day worked. Effective May 1, 1981, \$30.

Mileage Allowance: 30¢ (25¢) per mile.

MCA Zone 4 Windsor - Local 552

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$13.65 (\$12.54)	\$14.65

Health and Welfare: Employer contributes 72¢ (55¢) per hour worked.

Mileage Allowance: 30¢ (25¢) per mile up to a maximum \$27.60 (\$23) per day.

MCA Zone 5 Sarnia - Local Union 663

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$14.14 (\$13.01)	\$15.13

Health and Welfare: Employer contributes 52¢ (40¢) per hour.

Training Fund: Employer contributes 2¢ (1¢) per hour for straight time hours and 4¢ (2¢) for double time hours worked.

Industry Fund: Employer contributes 10¢ (6¢) per hour for straight time and 20¢ (12¢) per double time hours worked.

Board Allowance: \$21 (\$19) per work day. Effective May 1, 1981, \$24.

Travel Allowance: 40¢ per mile to a maximum of \$5.75 per day for work in Lambton County outside the free zone. (Previously, \$4 per day in Zone 2 and \$5.75 per day in Zone 3.)

MCA Zone 6 London - Local Union 593

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$13.61 (\$12.34)	\$14.61

Board Allowance: \$25 (\$23) per day. Effective May 1, 1981, \$28.

Mileage Allowance: 29¢ (24¢) per mile.

Travel Allowance: Zone 2, \$6 (\$5) per day.
Zone 3, \$10 (\$9) per day.
Zone 4, \$14 (\$13) per day.

MCA Zone 9 Hamilton - Local 67

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$14.34 (\$13.12)	\$14.34

Health and Welfare: Employer contributes 69¢ (64¢) per hour earned.

Board Allowance: \$119 (\$105) per week or \$17 (\$15) per day. Effective May 1, 1981, \$140 per week or \$20 per day.

Travel Allowance: 29¢ (24¢) per mile up to a maximum of \$18.13 (\$15) per day worked.

MCA Zone 11 Toronto - Local 46

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$14.35 (\$13.20)	\$15.26

Health and Welfare: Employer contributes 37¢ (34¢) per hour earned.

Pension Plan: Employer contributes \$1.10 (\$1.00) per hour earned. Effective May 1, 1981, \$1.20.

Board Allowance: \$16 (\$14) per day worked. Effective May 1, 1981, \$19 per day.

Mileage Allowance: 29¢ (24¢) per mile.

MCA Zone 12 Kingston - Local 221

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$13.67 (\$12.49)	\$14.45

Health and Welfare: Employer contributes 65¢ (55¢) per hour worked.

Pension Plan: Effective May 1, 1981, employer contributes 85¢ (60¢) per hour worked.

Industry Fund: Effective May 1, 1981, employer contributes 12¢ (10¢) per hour worked.

Board Allowance: \$21.96 (\$19.96) per day. Effective May 1, 1981, \$24.96.

Mileage Allowance: 30¢ (25¢) per mile.

MCA Zone 13 Ottawa - Local 71

Wages:	Effective	<u>May 21/80</u>	<u>May 1/81</u>
	Journeyman	\$13.55 (\$12.33)	\$14.45

Health and Welfare: Effective May 1, 1981, employer contributes 55¢ (50¢) per hour.

Pension Plan: Effective May 1, 1981, employer contributes 75¢ (70¢) per hour.

Board Allowance: \$27 (\$25) per working day. Effective May 1, 1981, \$30.

Mileage Allowance: 35¢ (30¢) per mile.

July 1980 Settlement

CONSTRUCTION

Ottawa Construction Association - Local 93, Carpenters (AFL-CIO/CLC) (non ICI sector): A 22-month renewal agreement effective from July 7, 1980 to April 30, 1982, covering 700 employees settled at the bargaining stage and ratified in July, 1980. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 7/80</u>	<u>May 1/81</u>
	Increases	\$1.09	95¢ - 96¢
	Carpenter, Zone 1	\$13.41 (\$12.32)	\$14.37
	Carpenter, Zone 2	\$11.64 (\$10.55)	\$12.59
Shift Premium:	8 hour's pay for 7 hours worked.		
Pension Fund:	Employer contributes 30¢ (25¢) per hour earned. Effective May 1, 1981, 45¢.		
Board Allowance:	\$24.20 (\$22) per day. Effective May 1, 1981, \$26.60 per day.		
Travelling Allowance:	23¢ (22¢) per mile in Zone 2. Effective May 1, 1981, 25¢ per mile. Effective March 1, 1982, 28¢. 25¢ (23¢) per mile in Zone 1. Effective May 1, 1981, 28¢.		
Fire Insurance:	\$85 (\$65) for clothing and \$500 (\$400) for tools.		

November 1980 Settlements

ELECTRICAL PRODUCTS

Xerox Canada Inc., Manufacturing and Distribution Centre at Mississauga - Local 1414J, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1980 to August 31, 1983, covering 250 employees, settled at the conciliation officer stage and ratified in November 1980. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	General Increases	3%	3%	3%
	COLA Fold-in	\$1.77		
	Skilled Trades Adjustment	25¢		
	Utility Worker	\$7.67 (\$5.67)	\$7.90	\$8.14

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Assembler	\$8.34	\$8.59	\$8.85
Tester C	(\$6.32)		
Maintenance	\$11.16	\$11.49	\$11.83
Electrician	(\$8.79)		

Cost of Living Allowance:	1¢ per 0.3 point increase in the Consumer Price Index 1971=100. Adjusted quarterly. (1¢ per 0.35 point increase in the CPI 1961=100.)
Shift Premium:	Effective September 1, 1981, 0-45¢-50¢ (0-35¢-40¢).
Holiday Pay:	Triple time for all hours worked in excess of 8 hours on a holiday (previously double time for all hours worked).
Overtime Pay:	Double time for all hours worked in excess of 8 hours on Saturday (Previously, time and one-half for all hours worked on Saturday.)
Bereavement Leave:	5 (3) days' paid leave upon death of children and spouse.
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1981, \$45,000 (\$40,000) coverage. <u>Extended Health Care and Dental Plan</u> - Employer pays 100% of premium costs to provide coverage for retirees with 10 years service at age 65.
Safety Shoe Allowance (new):	Maximum of \$42 per pair annually and maximum of \$21 per replacement pair.
Meal Allowance (new):	\$4.

EDUCATION AND RELATED SERVICES

Ottawa Roman Catholic Separate School Board - Local 272, Hotel Employees (AFL-CIO/CLC) (maintenance, services and plant operations employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 240 employees, settled at the post conciliation bargaining stage and ratified in November, 1980. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>May 1/81</u>	<u>Jan. 1/82</u>
	General Increases	8%	7% non-compounded	6% non-compounded
	Additional Adjustment*			
	<u>Maintenance</u>			
	Category I (Labourer)	\$12,657 (\$11,719)	\$13,477	\$14,180
	Category 7 (includes Electrician)	\$18,073 (\$16,734)	\$19,244	\$20,248

	<u>Sept. 1/80</u>	<u>May 1/81</u>	<u>Jan. 1/82</u>
<u>Caretaking Staff</u>			
Caretaker 1	\$11,841-\$13,390 (\$10,964-\$12,398)	\$12,608-\$14,258	\$13,266-\$15,002
Caretaker 3	\$16,879 (\$15,629)	\$17,973	\$18,911

*\$200 average increase for Maintenance employees, Categories 2, 3 and 4, prior to the September 1, 1980 increase.

Probationary period is 60 working days. Maximum rate for Caretaker 1 is reached after 1 year.

Mileage Allowance: 25¢ (20¢) per mile.

York County Board of Education - Local 1196, Canadian Union of Public Employees (CLC)
(service and maintenance employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 322 employees, settled at the bargaining stage and ratified in November, 1980. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	Increases	8%	3.66%
	Matron	\$5.18-\$5.62 (\$4.80-\$5.20)	\$5.37-\$5.83
	Caretaker No. 1	\$6.84-\$7.27 (\$6.33-\$6.73)	\$7.09-\$7.54
	General Maintenance Man No. 2	\$8.53-\$8.96 (\$7.90-\$8.30)	\$8.85-\$9.29
	Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>
	Increases	8%	approx. 3%
	Matron	\$5.80-\$6.30	\$6.00-\$6.50
	Caretaker No. 1	\$7.66-\$8.14	\$7.87-\$8.37
	General Maintenance Man No. 2	\$9.56-\$10.03	\$9.83-\$10.31

Probationary period is 90 working days. Maximum rates are reached after two 6-month increases.

Shift Premium: Effective January 1, 1982, 0-25¢-30¢ (0-20¢-25¢).

Education Trust Fund: \$4,000 (\$3,000).

Meal Allowance: \$4 (\$3).
Safety Shoe Allowance: \$40 (\$30) per year.

December 1980 Settlement

CLOTHING

Levi Strauss of Canada Inc. at Cornwall - Local 1136, Clothing and Textile Workers (AFL-CIO/CLC) (production, shipping, receiving and stocking employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 307 employees, settled at the bargaining stage and ratified in December 1980. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/81	Jan. 1/82
Increases		36¢-19¢ for Group A, 50¢-65¢ for Group B, 53¢-45¢ for Group C, and 45¢ for Production Operators	60¢-55¢ for Group A, 60¢-65¢ for Group B, 40¢-45¢ for Group C, and 40¢ for Production Operators
Production Operator Grade I		\$4.12 (\$3.67)	\$4.52
Group A Cutter		\$5.50-\$6.55 (\$5.14-\$6.36)	\$6.10-\$7.10

Probationary period is 60 calendar days. Maximum rate for Cutter is reached after three 3-month increases.

Paid Holidays: January 2nd is added for a total of 12 days.

Bereavement Leave: 3 days' paid leave to attend the funeral of a son-in-law and daughter-in-law.

Health and Welfare: Life Insurance - \$5,000 (\$3,000) coverage.

Weekly Indemnity (new) - Maximum benefit is \$140 per week, payable on a 1-8-15 basis. Effective January 1, 1982, \$155 per week.

Drug Plan - Co-insurance is eliminated (previously 90%/10%).

Negotiations in Progress during January 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC) (production and main- tenance empls.)	240	CO
Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL- CIO/CLC)	850	B
Attific Restaurants Ltd. (Toronto Dominion Centre), Toronto	Hotel Employees (AFL-CIO/CLC) (ser- vice empls.)	200	B
Boeing of Canada Ltd. (Arnprior Div.), Arnprior	Machinists (AFL-CIO/CLC) (production, maintenance and shipping empls.)	230	B
Boots Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL- CIO/CLC)	600	CO
Brinks Canada Ltd., Toronto	Teamsters (Ind.)	200	B
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	CO
Canadian Cannery Ltd., Burlington	Machinists (AFL-CIO/CLC)	202	B
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL- CIO/CLC)	200	B
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330	B
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	368	B
Canadian Red Cross Society (Blood Transfusion Service), Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	225	B
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	210	B
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Termi- nals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	ME

*For definition of codes see page 49

**Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Carleton Board of Education	Ont. Secondary School Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	995	MED
A.R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	250	B
Consolidated-Bathurst Packaging Ltd., Hamilton and Whitby	Woodworkers (AFL-CIO/CLC)	350	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	570	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	580	B
Domglas Inc., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	850	B
Dominion Bridge Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	343	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	250	B
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	210	B
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
Domtar Inc., (Domtar Chemical Group. Sifto (R) Salt Div.), Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls., shipping and warehousemen)	214	B
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	403	WS
Dow Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	820	B
Duple Canada Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly rated empls.)	740	B
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	450	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B
Durham Regional Police	Police Assn. (Ind.)	356	CO
Essex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	MED

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.)	222	B
Exolon Co. of Canada Ltd. Thorold	Energy and Chemical Workers (CLC)	234	MED/
Extendicare Ltd. and other nursing care homes, Toronto and other centres)	Service Employees (AFL-CIO/CLC) (non- medical full-time empls.)	1,740	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO CLC)	237	B
Ferranti-Packard Ltd., (St. Catharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	248	B
Fiberglas Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	365	B
Firestone Textiles Co. (Div. of Firestone Canada Ltd.), Woodstock	United Textile Workers (AFL-CIO/CLC)	200	CO
John Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/ CLC)	600	B
Four Seasons Hotel, Toronto	Laundry Workers (CLC) (service and maintenance empls.)	250	B
E.S. Fox Ltd., Fabricating Div., Welland	Sheet Metal Workers (AFL-CIO/CLC)	210	MED
Frontenac County Board of Education	CUPE (CLC)	240	CO
Government of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	950	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (chemistry group)	245	B
Gulf Canada Ltd., Clarkson Refinery, Mississauga	Energy and Chemical Workers (AFL-CIO CLC)	499	B
Hamilton City Corp.	CUPE (CLC) (outside empls.)	500	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	412	B
Hand Assn. of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO/CLC)	500	B

**Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Larding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	400	CO
Lastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	MED
Lastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	MED
Lilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	228	B
Loliday Inn and other hotels, Ottawa	Hotel Employees (AFL-CIO/CLC)	1,060	WS
Lolmes Foundry (Foundry Div.) Sarnia	Auto Workers (CLC) (production, maintenance and service empls.)	200	B
Loneywell Ltd./Ltee., Scarborough	Auto Workers (CLC) (hourly rated empls.)	635	B
Lussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	475	CO
L-T-E Industries Ltd. (Mississauga Operation)	Cdn. Operating Engineers (CCU)	260	B
Lnterbake Foods Ltd., London	Millers (AFL-CIO/CLC)	750	B
Lnternational Harvester Co. of Canada Ltd., Chatham	Auto Workers (CLC)	250	CO
Lelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	200	B
Lingston City Corp. (Rideaucrest Home for the Aged)	CUPE (CLC)	300	B
Litchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	260	B
L.O.F. Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	226	B
Lake Ontario Cement Ltd. (Plant, Quarry and Packhouse), Sophiasburg and Toronto	Cement Workers (AFL-CIO/CLC)	267	CO
Lancia Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	240	B

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	P
Liberty Furniture Ind. Ltd., Vaughan Twp. and Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Lincoln County Board of Education	CUPE (CLC) (caretaking and main- tenance empls.)	363	B
Lincoln County Board of Education	CUPE (CLC) (office empls.)	218	B
Thomas J. Lipton Ltd. Bramalea and Toronto	Millers (AFL-CIO/CLC)	215	B
London City Corp.	CUPE (CLC) (inside empls.)	320	B
London City Corp.	CUPE (CLC) (outside empls.)	510	C
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300	B
London City Police Force	Police Assn. (Ind.)	457	B
London City Public Utilities Commission	CUPE (CLC)	359	B
Maritime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Com- mission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	780	B
Metropolitan Board of Commission- ers of Police, Toronto	Police Assn. (Ind.) (office empls.)	610	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	C
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	B
Miller Brothers Co. (1962) Ltd., Trenton	Cdn. Paperworkers (CLC)	220	ME
Mississauga City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	285	B
National Research Council of Canada, Ottawa**	Employees' Assn. (Ind.) (clerical empls.)	377	B

**Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
estle (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL-CIO/CLC)	278	B
ewman Steel Ltd., Oakville	Steelworkers (AFL-CIO/CLC)	200	CO
St. Catharines, Stoney Creek and Sudbury			
Niagara Falls City Corp.	CUPE (CLC)	325	B
Niagara Regional Board of Commissioners of Police	Police Assn. (Ind.)	675	B
Niagara Regional Municipality	CUPE (CLC) (inside and outside empls.)	452	B
Niagara South Board of Education	CUPE (CLC)	430	B
Niagara South Board of Education	Employees' Assn. (Ind.)	200	B
North Bay City Corp.	CUPE (CLC)	220	B
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
B. Canada Inc., Niagara Falls	Teamsters (Ind.)	308	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Internes and Residents of Ont. (PAIRO) (Ind.)	2,600	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	ARB(R)
Ontario Government	Ontario Provincial Police Assn. (Ind.)	4,000	B
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	MED
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,785	MED
Ontario Government	OPSEU (NUPGE) (CLC) (general opera- tional services category)	4,455	MED
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,200	B

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Ontario Government	OPSEU (NUPGE) (CLC) (maintenance services category)	6,380	MED
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,400	MED
Ontario Government	OPSEU (NUPGE) (CLC) (technical services category)	5,275	MED
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	ARB
Ontario Institute for Studies in Education Board of Governors	Cdn. Union of Educational Workers (Ind.)	325	PCB
Ontario Jockey Club (Standard- bred Div.), province-wide	Service Employees (AFL-CIO/CLC)	285	B
Ontario Jockey Club (Thorough- bred Div.), province-wide	Service Employees (AFL-CIO/CLC)	350	B
Oshawa City Corp.	CÙPE (CLC) (office, technical and clerical empls.)	230	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	B
Ottawa Board of Education	Employees' Assn. (Ind.) (main- tenance, services and plant opera- tions empls.)	815	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,600	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and mainte- nance empls.)	1,500	B
Ottawa City Corp.	Police Assn. (Ind.)	540	B
Ottawa City Corp. and Regional Municipality of Ottawa-Carelton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	WS
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	PFE
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	600	CO
Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	1,600	B

**Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Coretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	225	B
Leensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Iverdale Hospital, Toronto	CUPE (CLC) (professional empls.)	260	B
Iverside Yarns, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	290	B
Bothmans of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	484	MED
Downtree, Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	750	B
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
Person Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	ARB
CF Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	330	CO
C. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	B
C. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (paramedical empls.)	1,830	B
C. Joseph Religious Hospital-ers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	350	ARB
C. Lawrence Cement, Mississauga	Cement Workers (AFL-CIO/CLC)	220	CO
angamo Canada (Div. of Schlumberger), Toronto	Machinists (AFL-CIO/CLC) (plant empls.)	560	B
Barborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	500	B
Barborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
hell Canada Ltd., Sarnia Refinery, Corunna	Energy and Chemical Workers (AFL-CIO/CLC)	225	CO
heller-Globe of Canada Ltd. (Kralinator Filters Div.), Preston	Steelworkers (AFL-CIO/CLC)	300	CO

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Sheraton Centre and other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,500	B
Silverwood Dairies (Bathurst and 401 Branches), London	Teamsters (Ind.)	215	CO
Simcoe County Board of Education	CUPE (CLC)	375	B
Sklar Furniture Ltd., Whitby	Upholsterers (AFL-CIO/CLC) (hourly rated empls.)	625	B
Snap-On Tools of Canada Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	350	MI
Solaray, Brantford	Cdn. Textile and Chemical Union (CCU)	224	PO
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	600	CO
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	MI
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	B
Toronto Board of Education	Ont. Secondary School Teachers' Fed.	2,760	MI
Toronto General Hospital and 128 other hospitals, province- wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	A3
Toronto Metropolitan Catholic Children's Aid Society	CUPE (CLC)	202	B
Transit Windsor	Transit Union (AFL-CIO/CLC)	275	C
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	A3
Union Carbide Canada Ltd. (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC)	570	B
Unitog Ltd., Pembroke	Textile Workers (AFL-CIO/CLC)	250	C
Victoria Hospital Corp., London	Office Employees (AFL-CIO/CLC)	400	B

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	B
Voyageur Colonial Ltd., Ottawa, Toronto and other centres**	Railway, Transport and General Workers (CLC)	436	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	1,600	B
Weston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	400	CO
Windsor City Corp.	CUPE (CLC) (inside empls.)	540	B
Windsor City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	274	B
Windsor City Corp. (Public Works, Parks and Recreation Dept.)	CUPE (CLC)	380	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	358	B
Windsor Western Hospital Centre (IODE Unit)	Service Employees (AFL-CIO/CLC) (general unit)	230	ARB
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,600	MED
York Borough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	482	F
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	500	MED
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	300	B
York Regional Municipality Police Dept.	Police Assn. (Ind.)	316	B
York University, Toronto	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	950	B
Zehr's Markets (Div. of Zehrmart Ltd.) Guelph	Food and Commercial Workers (AFL- CIO/CLC)	400	B

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
<u>More Than One Province</u>			
Air Canada, systems-wide**	Air Line Pilots (Ind.)	1,860	B
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals (plant empls.)	1,400	B
Atomic Energy of Canada Ltd. (Engineering Co.), Montreal, Que. and Mississauga, Ont.**	Society of Professional Engineers and Associates (Ind.)	650	ME
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	CO
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	505	CO
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	B
Canadian Pacific Express Ltd. (Cdn. Parcel Delivery Div.), system-wide**	Railway Clerks (AFL-CIO/CLC)	500	CO
Continental Can Co. of Canada Ltd., Lachine, LaSalle and St. Laurent, Que., Chatham, Downsview, Etobicoke, New Toronto, Toronto, Trenton and Weston, Ont., Winnipeg, Man., Edmonton, Alta., Vancouver, B.C. and American Can of Canada Ltd., Kelowna and Vancouver, B.C.	Steelworkers (ALF-CIO/CLC)	2,240	B

**Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Air, system-wide**	Air Line Flight Attendants (CLC)	950	C0
Air, system-wide**	Air Line Pilots (Ind.)	700	B
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,225	B
Government of Canada (Treasury Board)**	Cdn. Postmasters and Assistants Assn. (Ind.)	8,210	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,000	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	C0
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,295	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administration services group)	5,715	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	B

*Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, technical inspection and social science support groups)	5,135	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,705	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	B
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	14,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,690	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,500	B
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (drivers, terminal and garage empls.)	1,050	CB
Provost Cartage, Que. and Ont.**	Employees' Assn. (Ind.)	650	B
Royal Canadian Mint, Hull, Que., Ottawa and Vanier, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	530	B

**Federal jurisdiction

Negotiations in Progress during January 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	B
Go-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	B
Super Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (uncertificated personnel)	600	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in February 1981

Employer and Location	Union	No. Emp1
Atlantic Packaging Co., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	234
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	280
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	210
C.P. Clare (Div. of General Instrument of Canada Ltd.), Toronto	Electrical Workers (UE)(CLC)	235
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.)	250
Continental Can of Canada, Intercity	Steelworkers (AFL-CIO/CLC) (9 plants and warehouses)	1,254
Dow Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	820
Essex International of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	275
Ferranti-Packard Ltd. (St. Catharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	248
Honeywell Ltd., Scarborough	Auto Workers (CLC)	635
Inter-Bake Foods Ltd., London	Millers (AFL-CIO/CLC)	750
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	260
Lambton County Board of Education	CUPE (CLC) (custodians)	200
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	215
Niagara Regional Municipality (Welland County Home for the Aged)	CUPE (CLC)	445
Ottawa Ready Mix Companies	Teamsters (Ind.)	300
Puretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Workers (CCU)	225
Rowntree, Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	750
Sklar Furniture Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	625
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	250
Trane Company of Canada Ltd., Toronto	Electrical Workers (UE)(CLC)	200

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in February 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Transit Windsor	Transit Union (AFL-CIO/CLC)	275

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Labour
Canada

Travail
Canada



Ontario

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
February 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in February 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in March 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

March 29, 1981

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Highlights

Can Container Industry Settlements. An industry-wide settlement covering about 20,000 North American workers, including 2,050 in Canada, was concluded between the United Steelworkers of America (USWA) and four principal container manufacturers. The jointly negotiated settlement affected plant and office employees of the U.S. based Continental Can Company, American Can Company, National Can Corporation and Crown Cork & Seal Company. The four firms continued the practice of international negotiations within the industry, resulting in maintenance of wage and benefit parity for their workers.

The union entered the negotiations seeking a substantial wage increase, an improvement in the existing cost-of-living clause and increased pension benefits and health care coverage for retirees. (The industry has an unusually high ratio of retired workers to active employees, with a large proportion of the pensioners retired since 1971.) A major management goal was the establishment of 11 1/2-hour work shifts at all two-piece operations, as the industry is rapidly converting from the traditional three-piece container to a two-piece can, with a resulting reduction in unit labour costs. The 11 1/2-hour shift was introduced under the previous contracts, but it was limited to plants converted after November 1977. Other management concerns included absenteeism, containment of health care costs, expansion of the expedited arbitration procedure and uniformity among the companies.

The eventual agreement terms closely tracked the improvements negotiated by the USWA last year in the basic steel, aluminum and copper industries in the United States and were endorsed by union delegates from both countries on February 12. Local issues, concerning Canadian employees of Continental Can Company in Toronto, Montreal and several smaller centres in five provinces, as well as American Can Canada in British Columbia, were resolved at the conciliation stage ten days later.

The Canadian settlement resulted in two almost identical agreements replacing the previous 47 1/2-month contracts which expired on February 15, 1981. The new three-year agreements included hourly wage increases of 25 cents in the first year, followed by 20 and 15 cents in the second and third years, respectively. In addition, the job class increment was increased by 2 1/2 cents to 14.1 cents per hour in 1983. The parties also agreed to continue the present cost-of-living clause providing adjustments of 1 cent for every .3 increase in the U.S. Consumer Price Index (CPI-W), with the generated amounts folded into the wage structure on a quarterly basis. During the previous agreement, the formula produced a total of \$3.08 per hour, including the last adjustment of 23 cents which was incorporated into base rates under the new settlement. Other monetary changes included new or improved health and welfare benefits, increased employer contributions to the Supplemental Unemployment Benefit Fund, higher relocation allowances and substantial improvements in the pension plan. The negotiated increases for current pensioners ranged from 8 per cent up to 70 per cent for those retired prior to 1964, or an additional maximum of \$145 per month. A newly guaranteed minimum benefit of \$11 per month will come into effect in May 1982. Basic monthly benefits for future retirees were increased by \$4 per year of service over the term and monthly supplements for early and disability retirees were raised from \$300 to \$360.

Among the various changes in contract language, dealing with such matters as safety and health, grievances and arbitration, was a new "Justice and Dignity on the Job" clause. It prohibits a company from removing disciplined employees from active work until their grievances are settled or decided in arbitration. Employees who pose a danger or who refuse to work would be exempted from the new procedure. The parties also agreed to retain the current provisions allowing imposition of continuous operations with two 11 1/2-hour shifts at new facilities, with employees at existing plants that convert to two-piece can production having the option of accepting or rejecting the longer shifts.

The industry-wide settlement usually sets the pattern for approximately 20,000 additional employees at other metal container firms on both sides of the Canada-U.S. border, including about 1,350 members of the National Canworkers Union (CLC) and 250 members of the Sheet Metal Workers at American Can of Canada in Ontario and Quebec and 250 USWA members at Crown Cork & Seal Company in Concord, Ontario. The two American Can agreements opened up for renewal on March 14, 1981. At the end of March, after five weeks of joint contract talks, workers at the Hamilton, Simcoe and Montreal plants voted overwhelmingly in favor of a strike, if necessary, and the union applied for conciliation. The main issue in dispute is vacation improvements. The Sheet Metal Workers' agreement, covering American Can plant in Malton, is still at the direct stage of bargaining, while the 46-month Crown Cork & Seal agreement, last negotiated in 1978, does not expire until June 30, 1981.

Oil and Petrochemical Industry Settlements. A company-wide settlement between Gulf Canada and the Energy and Chemical Workers Union (ECWU) was concluded at the beginning of 1981. The new terms were endorsed by the union's national bargaining policy committee in mid-January and were proposed by the ECWU provincial locals to other employers across the country where negotiations on local issues were taking place. The industry does not bargain jointly with the union, but in local negotiations has always adhered to a fairly uniform wage and benefit pattern, which also sets the pace for non-unionized oil and chemical companies.

The ECWU is a new union created in April 1980 by a merger of the Canadian segment of the Oil, Chemical and Atomic Workers' International Union with the Canadian Chemical Workers. It represents about 20,000 workers in the oil and petrochemical sector in Canada under agreements expiring mainly at the end of January. In Ontario, the ECWU agreements, covering over 3,500 employees of five major companies (Dow Chemical, Fiberglas, Gulf Canada, Polysar and Shell Canada) were scheduled for renewal within the first three months of 1981, with the last at Polysar ending March 7. The previous two-year contracts provided general wage increases of 8.5 per cent in 1979 and 10.5 per cent in 1980, with the latter including an unscheduled 3 per cent increase in wages and shift differentials.

The union bargaining committee opened up negotiations at Gulf Canada submitting new contract proposals approved earlier by the ECWU national policy conference. They included a wage increase of 17 per cent over one year, shift premiums for all hours worked and not just for a

specific late-night shift, double time for all overtime and premium work, one additional paid holiday and improved vacations. In addition, the union sought an industry commitment to introduce a comprehensive training program which would result in certification of refinery and gas plant operators as licensed tradesmen.

The new Gulf Canada settlement provided a wage and benefit package increase estimated at nearly 32 per cent over a two-year term. Effective February 1, 1981, it increased wages by 13.5 per cent plus additional adjustments of up to 20 cents per hour for top operators and tradesmen, bringing the total average to 14.6 per cent. During the second year, all employees received a further wage increase of 12 per cent. Along with an increase in the existing shift premiums for workers assigned to a seven-day continuous work week, the settlement also included a major breakthrough by introducing a shift differential for those on an 8-hour day shift in three-shift operations. Other changes included an eleventh paid holiday, improved annual vacations, with 3 weeks after one year of service instead of the previous three years, and a new sixth week after 25 years. Under the new terms, the workers will also be paid at double rates for all overtime and premium time and will receive higher safety shoe allowances. The company also agreed to the union proposal for the trades training program. The master settlement will apply to about 1,200 Gulf employees in four provinces, including 500 Clarkson refinery workers at Mississauga, Ontario.

As was the case in the previous rounds of bargaining, Polysar in Sarnia was the first Ontario company to arrive at a new settlement following the resolution of local issues. It was ratified by the 1,600 Polysar workers one month prior to the expiry date of the previous contract and covered a two-year period ending March 7, 1983. The special provisions, divergent from the industry pattern, included the introduction of premiums for workers on two-shift operations (of 12 hours each), as well as higher weekly indemnity and monthly disability benefits and a seventh week of paid vacations after 30 years' service effective in March 1982. An almost identical agreement, replacing the previous one which expired on January 31, was ratified at the end of February by 450 plant employees at Fiberglas in Sarnia. At the same time, 225 Shell Canada employees at the Sarnia refinery accepted in post-conciliation bargaining new settlement terms which paralleled the Gulf pattern. Finally, non-unionized major oil refineries, including Imperial Oil and Esso Resources, granted one-year economic improvements based on the industry pattern to their operational and administrative employees in various locations across Canada.

Meanwhile, direct bargaining continued in the two remaining major Ontario disputes at the Clarkson refinery of Gulf Canada and at the Sarnia plant of Dow Chemical of Canada. In both instances, at the end of February, the parties decided to apply for conciliation in an attempt to resolve the outstanding local issues.

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Atomic Energy of Canada Ltd. (Engineering Co. and International Co.), Mississauga, Ont. and Montreal, Que.	Society of Professional Engineers and Associates (Ind.)	81
Boeing of Canada Ltd., Arnprior Div., Arnprior	Machinists (AFL-CIO/CLC)	64
The Cambridge Towel Corp., and Elco Kitchen Products Ltd., Cambridge	Clothing and Textile Workers (AFL-CIO/CLC)	101
Canadian Parcel Delivery (Div. of Canadian Pacific Express & Transport Ltd.), system-wide	Railway Clerks (AFL-CIO/CLC)	71
Canadian Red Cross Society Blood Transfusion Service, Hamilton, London, Ottawa and Toronto	Employees' Assn. (Ind.)	104
Chateau Laurier Hotel, Ottawa	Railway Transport and General Workers (CLC)	95
Chrysler Canada Ltd., Windsor, Ajax and Etobicoke	Auto Workers (CLC) (active hourly empls.)	101
Continental Can Co. of Canada Ltd., a div of Continental Group of Canada Ltd., Que., Ont., Man., Alta. and B.C. (hourly rated and salaried empls.) and American Can Canada Inc., Kelowna and Vancouver, B.C. (hourly rated empls.)	Steelworkers (AFL-CIO/CLC)	60
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	74
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The Ontario Institute for Studies in Education	Cdn. Union of Educational Workers (Ind.)	78
Ottawa-Carleton Regional Transit Commission, Ottawa	Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance empls.)	103
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Polysar Ltd., Sarnia	Energy and Chemical Workers (CLC)	69
Royal Canadian Mint, Ottawa Ont., Hull, Que. and Winnipeg, Man.	Public Service Alliance of Canada (PSAC) (CLC) (production and office empls.)	63
SKF Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	63
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Service Employees (AFL-CIO-CLC)	80
Sheller-Globe of Canada Ltd., Kralinator Filters Div., Cambridge	Steelworkers (AFL-CIO/CLC)	66
Simcoe County Board of Education	CUPE (CLC) (maintenance, service and plant operations)	77
Snap-On Tools of Canada Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	73
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC) (hourly rated empls.)	57
TRW Canada Ltd.- Carr Div., Brantford	Auto Workers (CLC)	94
Waterloo County Board of Education	Employees' Assn. (Ind.)	78
Workmen's Compensation Board, province-wide	CUPE (CLC)	87
York Regional Board of Commissioners of Police	Police Assn. (Ind.)	92

PAPER AND ALLIED

Lily Cups Limited at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1980 to November 30, 1982, covering 425 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>
	General Increases	11%	11%
	Skilled Trades Adjustment	20¢	
	Additional Adjustment	4¢ for Pressman B	
	Packer	\$5.33-\$5.84 (\$4.80-\$5.26)	\$5.92-\$6.48
	Electrician "A"	\$10.11 (\$8.91)	\$11.22
	Probationary period is 60 calendar days. Maximum rates for Packer are reached after one 2-month and two 3-month increases.		
Paid Vacation:	Effective January 1, 1981, 3 weeks after 7 (8) years' service. Effective January 1, 1982, 4 weeks after 12 (13) years and 6 weeks at 12% (new) after 30 years.		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective December 1, 1981, maximum benefit \$175 (\$150) per week. <u>Dental Plan</u> - Effective February 1, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective December 1, 1981, employer pays 60% (50%) of the cost of premiums for Blue Cross Dental Plan #7. Effective February 1982, payments are based on the 1982 ODA fee schedule.		
Pension Plan (new):	<u>Basic Benefit</u> - Effective January 1, 1981, employer pays 10¢ per hour worked into a plan that provides benefits of \$4 per month per year of past and future service.		

Miller Brothers Company (1962) Limited at Trenton - Local 1489, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from September 1, 1980 to September 14, 1982, covering 220 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Sept. 15/80</u>	<u>Feb. 9/81</u>	<u>Sept. 15/81</u>
	General Increases	70¢	67¢	9.5%
	Skilled Trades Adjustment		30¢	

	<u>Sept. 15/80</u>	<u>Feb. 9/81</u>	<u>Sept. 15/81</u>
Trades Labour	\$7.50 (\$6.80)	\$8.17	\$8.95
Engineers- 2nd Class	\$9.07 (\$8.37)	\$10.04	\$10.99

PRIMARY METAL

Standard Tube Canada Ltd. at Woodstock - Local 636, Auto Workers (CLC) (565 hourly rated employees): A 36-month renewal agreement effective from January 3, 1981 to January 2, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 3/81</u>	<u>Jan. 3/82</u>	<u>Jan. 3/83</u>
COLA Fold-in		\$1.38		
General Increases		3%	3%	3%
General Job Classification, Grade "B"		\$8.84 (\$7.21)	\$9.11	\$9.38
Tool & Die Maker		\$10.72 (\$9.05)	\$11.04	\$11.37

Cost of Living Allowance: Quarterly adjustments of 1¢ for each 0.32 increase in the Consumer Price Index - 1971=100, for February 1981 against the CPI for November 1980. First calculation to be made March 1981. Effective March 1982, calculations to be based on 1¢ per 0.31 increase. Effective March 1983, 1¢ per 0.30 increase. (Previous provision provided for a prepaid COLA of 21¢ in the first year and quarterly adjustments of 1¢ per 0.33 increase during the second and third years.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-35¢ (0-25¢-30¢). Effective January 3, 1982, 0-33¢-38¢.

Paid Holidays: 16 days including 1 paid personal holiday (unchanged). Effective in 1982, 17 days. Effective in 1983, 18 days.

Paid Vacation: 1 week at 4% for less than 1 year's service, 2 weeks at 4% after 1 year, 2 weeks at 5% with option for 1 additional week without pay after 4 years, 3 weeks at 6% after 6 years, 3 weeks at 7% with option for 1 additional week without pay after 10 years, 4 weeks at 8% after 13 years, 4 weeks at 9% with option for 1 additional week without pay after 20 years and 5 weeks at 10% after 23 years (all unchanged).

Beareavement Leave:	3 (1) days in the event of death of a grandparent. 2 (1) days without attending funeral, in the event of death of a parent outside of Canada and the United States.			
Jury Duty:	Coverage under this clause extended to include employees subpoenaed as a Crown witness.			
Health and Welfare:	<u>Life Insurance</u> - Effective February 22, 1981, \$14,000 (\$12,500) coverage. Payable to age 65 regardless if active or retired. (Previously, coverage ceased upon retirement regardless of age. <u>A.D. & D.</u> - Effective February 22, 1981, \$14,000 (\$9,000) coverage. <u>Weekly Indemnity</u> - Effective February 22, 1981, \$205 (\$174) per week for a maximum of 42 (30) weeks. (Benefits previously followed U.I.C. maximum). Effective January 2, 1982, \$210. Effective January 2, 1983, \$215. <u>Long Term Disability</u> - Benefit increases to \$12.60 (\$11.60) per month per year of service. Effective January 3, 1982, \$13.60. Effective January 3, 1983, \$14.60. <u>Vision Care (new)</u> - Effective February 22, 1981, \$40 coverage every 2 years. Employer pays the premiums. <u>Dental Plan</u> - Effective February 22, 1981, coverage to be based on the 1981 (1977) Ontario Dental Association fee schedule. Effective January 2, 1982, the plan will be extended to provide comprehensive coverage. <u>Pension Death Benefit</u> - \$2,000 (\$1,750). Effective January 3, 1982, \$3,000. <u>Transition and Bridge Benefits</u> - Benefit increases to \$250 (\$200) per month. Effective January 3, 1983, \$275 plus elimination of the 50% offset resulting from the receipt of any C.P.P. benefit.			
Pension Plan:	<u>For Retirements Commencing</u>	<u>Jan. 3/81</u>	<u>Jan. 3/82</u>	<u>Jan. 3/83</u>
	Basic Benefit	\$12.50 (\$11.00)	\$13.00	\$13.50
	Supplemental	\$12.50 (\$11.00)	\$13.00	\$13.50
	Disability	\$12.60 (\$11.60)	\$13.60	\$14.60
Benefit rates shown above are per month per year of service. Effective January 3, 1982, eligibility age for pension supplement becomes 61 (62). Effective January 3, 1983, the age becomes 60				
<u>Present Pensioners</u> - Increase benefits by \$1 per month per year of service.				
Supplemental Unemployment Benefit Plan:	<u>Employer Contributions</u> - 9¢ (8¢) when fund is at 80% - 10¢ (9¢) between 60% and 80% - 11¢ (10¢) below 60%			
Safety Shoe Allowance:	Effective January 3, 1982, \$22.50 (\$17.50) three times per year. More than 3 times requires permission.			

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Local 6519, Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from February 2, 1981 to February 1, 1983, covering 398 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 2/81	Feb. 1/82
	General Increases	65¢	45¢
	COLA Fold-in	10¢	
	Job Class Increments	20 1/2¢ (18¢)	23¢
	Labourer (Class 2)	\$7.235 (\$6.46)	\$7.71
	Tool Maintenance (Class 17)	\$10.31 (\$9.16)	\$11.16
Cost of Living Allowance:	Effective October 1, 1981, 1¢ per 0.4 point rise in the Consumer Price Index - 1971=100, using September 1981 as the base Index month. Adjusted quarterly. Triggers at 7%. Capped at 20¢ (10¢).		
Shift Premium:	Effective February 1, 1981, 0-30¢-38¢ (0-28¢-35¢). Effective February 1, 1982, 0-32¢-40¢.		
Saturday and Sunday Premium (new):	Effective February 2, 1981, \$1.00 per hour for stationary engineers working at straight time rate.		
Acting Pay:	Employee receives 4 hours' pay at the higher rate if he works more than 2 hours and up to 4 hours in a higher category (previously received his regular rate for up to 4 hours).		
Paid Vacation:	Effective July 1, 1981, 17 days (new) after 12 years' service, and 4 weeks after 13 (14) years. Effective July 1, 1982, 5 weeks after 22 (23) years.		
Bereavement Leave:	1 day's paid leave to attend the funeral of grandfather and grandmother.		
Crown Witness Pay (new):	Employer pays the difference between regular pay and fees received.		
Health and Welfare:	Life Insurance - \$13,000 (\$12,000) coverage. Effective February 1, 1982, \$14,000.		
	Dental Plan - Effective February 1, 1981, payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective February 1, 1982, employer pays 100% of the premium cost of adding Rider #2.		

Pension Plan: Basic Benefit - Effective January 1, 1981, \$9.50 (\$9) per month per year of service. Effective January 1, 1982, \$10.50.

Past Service Benefit - Effective January 1, 1981, maximum benefit is 24 (22) years for credited service earned after attaining age 41 (43) prior to January 1, 1969. Effective January 1, 1982, maximum benefit is 25 years for credited service earned after attaining age 40 prior to January 1, 1969.

Early Retirement Benefit - Effective January 1, 1982, employees, age 40 (45) with at least 10 years' service receive a vested deferred pension, payable at age 65, based on normal benefit in effect at time of termination.

Safety Shoe Allowance: \$37 (\$25) per year.

Meal Allowance: \$3 (\$2) after 10 hours.

Continental Can Company of Canada Ltd., a division of Continental Group of Canada Ltd. at centres in Quebec, Ontario, Manitoba, Alberta and British Columbia (1,850 hourly rated and salaried employees) and American Can Canada Inc. at Kelowna and Vancouver, B.C. (200 hourly rated employees) - Various locals, Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from February 16, 1981 to February 19, 1984, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Plant 10 of Continental Can at Etobicoke no longer part of the master agreement.

Provisions reported below apply to both companies unless specified otherwise.

Wages:	Effective	Feb. 16/81	Feb. 15/82	Feb. 15/83
General Increases		25¢	20¢	15¢
Incremental Increases			13.6¢ (11.6¢)	14.1¢
<u>Hourly Rated Employees*</u>				
Job Classes 1 & 2 (includes Janitor)		\$10.17 (\$9.92)	\$10.37	\$10.52
Job Class 23 (includes Electrician)		\$12.606 (\$12.356)	\$13.226	\$13.481

*Salaried employees receive commensurate increases. Incremental increases shown are for Continental Can. Incremental increase at American Can is 14.1¢ (11.6¢) on February 15, 1983. Electricians are in Job Class 23 at Continental Can as shown. At American Can electricians are in Job Class 21.

Previous rates reflect COLA Fold-ins of \$3.08.

Cost of Living Allowance: Based on the Consumer Price Index for Urban Wage Earners and Clerical Workers Revised Series (CPI-W) (United States) - 1967=100. Pays quarterly adjustments of 1¢ for each 0.3 increase in the Index determined by comparing the middle month of each quarter with the Index for the base period, December 1980. First adjustment to be May 15, 1981; the last adjustment to be February 15, 1984. All COLA generated will be folded into the wage structure on a quarterly basis. Salaried employees receive commensurate adjustments. (Formula unchanged.)

Hours of Work: Hourly employees - 40 per week; salaried employees - 37 1/2 per week but are paid on a 40 hour per week basis for purposes of determining overtime (all unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 1 day after 400 hours worked in the previous calendar year, 2 days after 600 hours, 3 days after 800 hours, 1 week after 1,000 hours, 2 weeks according to statute, 3 weeks after 10 years, 4 weeks after 17 years and 5 weeks after 25 years (all unchanged).

Health and Welfare: Weekly Disability - Effective March 1, 1981, \$194-\$246 (\$176-\$224) according to Job Class. Effective March 1, 1982, \$212-\$268. Effective March 1, 1983, \$235-\$295. Pays on a 1-1-8-52 basis with employees having 2 or more years of service and eligible to receive CPP or QPP benefits entitled to an additional 52 weeks of coverage (unchanged).

Group Insurance Plan - Effective March 1, 1981, coverage is extended to include rental of kidney dialysis machine, ambulatory care facility and purchase of durable medical equipment.

Vision Care - Effective March 1, 1981, single lens - \$15 (\$10), bifocals - \$20 (\$15), trifocals - \$25 (\$20), contacts - \$25 (\$15) and frames - \$21 (\$14). All amounts are per 24 months. Shorter periods may be authorized under special circumstances.

Dental Plan - \$650 (\$500) lifetime orthodontic coverage. Extended coverage applies for treatments started after, or underway as of, March 1, 1981. \$1,000 (\$750) annual coverage for all other services. The new coverage is prorated for the remaining portion of calendar year 1981. All coverage continues to be based on "reasonable and customary" fees.

Major Medical - Effective March 1, 1983, extend company paid coverage to retirees, surviving spouses and eligible dependents. Coverage to be identical to that currently provided active employees except such coverage will be subject to an annual deductible of \$100 per person/\$200 per family.

Insurance Coverage for Surviving Spouse - Effective March 1, 1981, if survivor is eligible for the Joint and Survivor Option, survivor receives hospital coverage for life. Effective January 1, 1983, include Major Medical coverage (new). For survivors not eligible for a Joint and Survivor Option, survivor receives coverage, held by employee at the time of death, for a period of 8 months (60 days).

Pension Plan:

Basic Benefit - Effective March 1, 1981, \$15.50-\$19.50 (\$13.50-\$17.50) per month per year of service. Effective March 1, 1982, \$16.50-\$20.50. Effective March 1, 1983, \$17.50-\$21.50. amounts vary by Job Class.

Supplement - Effective March 1, 1981, \$365 (\$300) per month.

Pension Cap - Pension benefits (excluding supplements) plus statutory benefits are not to exceed 85% plus 1% for each year of service beyond 30 years to a maximum of 100% of the monthly average of an employee's highest gross earnings in any 2 of the last 10 years of service prior to retirement (unchanged). Effective March 1, 1981, the foregoing is subject to a minimum benefit level of \$14 (\$12) per month per year of service. Effective March 1, 1982, \$15. Effective March 1, 1983, \$16.

Supplemental Relocation Allowance - Effective March 1, 1981, \$2,000-\$4,000 (\$1,000-\$2,000) according to distance, as well as \$3.50 (\$3) per mile. The allowance applies to employees moving homes to a new job site as a result of a job offer made under the Suitable Long Term Employment Plan to employees who would otherwise be eligible for a special early retirement due to layoff.

Joint and Survivor Option - Effective March 1, 1981, provides benefits equal to 50% of earned pension as adjusted for age of surviving spouse and age of employee at time of death. Plan is fully paid by the employer and requires no enrolment. Coverage is automatic in the case of those employees who die while entitled to a reduced or an unreduced pension. (Previously, employees were required to elect Joint and Survivor Option if they wished coverage. Election resulted in reduced pension benefits - now no reduction in benefits.)

Spouse Survivor Benefit - Effective March 1, 1981, \$132.50 (\$107.50) per month. The benefit paid is deducted from any Joint and Survivor benefit entitlement, and applies in the event of the death of an employee with 10 or more years of service.

Increases for Current Pensioners, Co-pensioners and Surviving Spouse - Increase monthly benefits by 8% for retirements between March 1, 1977 and February 28, 1981 and up to 70% for retirement prior to September 30, 1964. Half to be paid May 1, 1981; half to be paid March 1, 1982. \$11 minimum guarantee benefit effective May 1, 1982. (Previously, no minimum stipulated.)

Supplemental
Unemployment
Benefit Plan:

Employer Contribution - Effective March 1, 1981, 21¢ (17¢) per contributory hour worked. Amounts include 4¢ paid to the Support Account.

Relocation
Allowance:

Effective March 1, 1981, \$400-\$1,100 (\$200-\$550) reimbursement for single employees and \$1,200-\$2,900 (\$600-\$1,450) for married employees. Varies by distance ranging from 50 to 2,000 or more (50 to 3,000 or more) miles and applies to employees with 10 or more years of service relocating due to layoff.

Procedure for
Firings:

No suspension or removal from active employment prior to an arbitral decision on grievance except in grave circumstances (new).

Royal Canadian Mint at Ottawa, Ont., Hull, Que. and Winnipeg, Man. - Public Service Alliance of Canada (CLC) (530 production and office employees):
A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
	Increases	10.5%	Reopener
	Messenger	\$6.67 (\$6.04)	
	Electrician	\$11.06 (\$11.01)	

Annual Rates

Orders Process Clerk	\$12,216-\$13,330 (\$11,055-\$12,063)
Draftsman	\$19,093-\$21,223 (\$17,279-\$19,206)

Hours of Work: Hourly employees - 40 per week; office - 37 1/2 (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢). 30¢ (25¢) per hour in addition to overtime remuneration for overtime worked on either the second or third shift.

Paid Holidays: 11 (unchanged).

Paid Vacation: Effective January 1, 1981, 3 weeks after 1 (2) years' service and 5 weeks after 22 (25) years. Also 4 weeks after 10 years and 6 weeks after 30 years (unchanged). Effective October 1, 1981, 4 weeks after 9 years and 5 weeks after 20 years.

Health and Welfare: Dental Plan (new) - Employer contributes 66 2/3% of premium costs. Effective in 1981, 90%.

Overtime Meal Allowance: \$4.25 (\$3.50) for 3 hours or more.

MACHINERY

SKF Canada Limited at Toronto - Local 901, Machinists (AFL-CIO/CLC): A 13 1/2-month renewal agreement effective from November 15, 1980 to December 31, 1981, covering 315 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages	Effective	<u>Nov. 15/80</u>
	General Increase	12%

Nov. 15/80

Additional Adjustment 30¢ per hour for Set-up personnel

Inspector \$7.12-\$7.68
(\$6.36-\$6.86)

Electrician - \$10.20-\$10.62
Electronic (\$9.11-\$9.48)

Probationary period is 90 worked days. Maximum rate for Inspector is reached after one year. Maximum rate for Electrician - Electronic is reached on merit.

Cost of Living Provision: Inoperative, as previously.

Severance Pay (new): 1 week's wages for each year of continuous service for employees who remain at work until the plant closes on December 31, 1981.

Pension Plan: Employees aged 60 and over or whose age plus years of service total 85 receive credited service to age 65. Vesting rights are granted to all employees who were affected by the plant closure.

TRANSPORTATION EQUIPMENT

Boeing of Canada Limited, Arnprior Division at Arnprior - Local 1542, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 7, 1981 to March 6, 1983, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 7/81</u>	<u>Mar. 7/82</u>
General Increases		7.6%	3%
COLA Fold-in		61¢	
Electrical Bench Inspector A		\$7.61 (\$6.50)	\$7.84
Sheet Metal Journeyman A		\$9.35 (\$8.13)	\$9.63

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971 = 100, above the base of February 1981. To be adjusted quarterly. (Basic formula is unchanged).

Shift Premium: 0-40¢-40¢ (0-30¢-30¢).

Health and Welfare: Dental Plan - Blue Cross Dental Plan #9 (7) is implemented.

Pension Plan: Early Retirement - Employee may retire at age 60 (62) without actuarial reduction in pension benefits.

A pre-retirement Spouse Survivorship Benefit is implemented (new).

General Home Systems Ltd., formerly Bendix Home Systems Ltd. at Hensall - Local 3054, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1980 to October 31, 1982, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/80</u>	<u>Feb. 9/81</u>	<u>Nov. 1/81</u>	<u>Apr. 1/82</u>
	General	65¢	25¢	50¢	25¢
	Increases				
	Production	\$6.96-\$7.11	\$7.21-\$7.36	\$7.71-\$7.86	\$7.96-\$8.11
	Workers	(\$6.31-\$6.46)			
	Welders,	\$7.21-\$7.36	\$7.46-\$7.61	\$7.96-\$8.11	\$8.21-\$8.36
	Maintenance	(\$6.56-\$6.71)			

Probationary period is 30 workdays. Maximum rates are reached after 10 years.

Cost of Living Provision: Deleted.

Emergency Recall Premium: Minimum 4 (2) hours' pay.

Paid Vacation: 4 weeks (new) after 15 years' service.

Vacation Pay: 10% (new) after 15 years' service.

Bereavement Leave: Brother-in-law and sister-in-law are included for 1 day's paid leave to attend the funeral.

Crown Witness Leave (new): Employer pays the difference between regular salary and fees received.

Health and Welfare: Life Insurance and A.D. & D. - Effective March 1, 1981, \$10,000 (\$7,500) coverage. Employees on lay-off with 2 or more years of service receive life insurance coverage for 90 calendar days commencing on the first day of lay-off (new).

Life Insurance for Spouses (new) - Effective March 1, 1981, \$2,000 coverage.

Weekly Indemnity - Effective March 1, 1981, benefit increases to \$189 (\$150) per week.

Major Medical - Effective March 1, 1981, deductibles are removed.

Vision Care - Effective March 1, 1981, \$30 every 24 months for spectacle frames.

Essex International of Canada Limited at St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 25-month unscheduled wage reopening agreement effective from January 15, 1981 to February 6, 1983, covering 30 employees, was mutually agreed upon between the parties.

Previous agreement scheduled to expire February 6, 1981, was re-opened in January 1980 and ammended to run from February 6, 1980 until February 6, 1983.

Wages:	Effective	<u>Jan. 15/81</u>	<u>Feb. 6/81</u>	<u>Feb. 6/82</u>
General Increases			25¢*	20¢*
Skilled Trades Adjustment		\$1.00		
General Labour		\$4.89 (\$4.89)	\$5.14	\$5.34
Electrician "A"		\$8.34 (\$7.34)	\$8.59	\$8.79

*Previously, negotiated under the 1980-1983 wage reopening agreement.

Sheller-Globe of Canada Ltd., Kralinator Filters Division at Cambridge - Local 4605 Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 7, 1980 to November 6, 1982, covering 29 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 7/80</u>	<u>Nov. 7/81</u>
Increases		12% or 65¢ per hour, which- ever is greater.	9%
COLA Fold-in		15¢	
Maintenance Labour		\$5.76-\$6.28 (\$4.96-\$5.46)	\$6.28-\$6.85
Tool and Die "A"		\$8.68-\$9.53 (\$7.60-\$8.36)	\$9.46-\$10.39

Probationary period is 40 working days in any 4-month period. Maximum rates are reached on merit, but in no event later than 90 days.

Cost of Living Allowance: Effective November 7, 1981, 1¢ for each 0.3 (0.4) point rise in the Consumer Price Index - 1971 = 100. Capped at 25¢ (15¢). To be adjusted quarterly.

Shift Premium: Effective February 19, 1981, 0-32¢-32¢ (0-30¢-30¢). Effective November 7, 1981, 0-35¢-35¢.

Paid Vacation: Effective November 7, 1981, 5 weeks after 23 (25) years' service and 6 weeks (new) after 30 years.

Vacation Pay: Prior year's vacation pay will be included in this year's vacation pay calculation.

Bereavement Leave: Minor children living with the employee, of whom he is the legal guardian are added for 3 days' paid leave to attend the funeral.

Health and Life Insurance and A.D.& D. - Effective February 19, 1981, \$8,000 (\$7,000) coverage. Effective November 7, 1981, \$9,000.

Weekly Indemnity - First day coverage for out patient surgery is added.

Vision Care (new) - Effective November 1, 1981, maximum claim for eyeglasses is \$80 per year per employee or eligible dependant.

Dental Plan - Effective February 19, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective February 19, 1981, \$2.50 (\$2.00) per month per year of service. Effective November 7, 1981, \$3.50.

NON-METALLIC MINERAL PRODUCTS

Lake Ontario Cement Limited at Sophiasburgh and Toronto - Local 387, Cement Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1980 to November 30, 1983, covering 267 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>	<u>Dec. 1/82</u>
General Increases		30¢	30¢	30¢
Class 2 (includes Labourer)		\$10.05 (\$9.75)	\$10.35	\$10.65
Class 17 (includes Electrician 1st Class)		\$11.55 (\$11.25)	\$11.85	\$12.15
Class 21 (includes Instrument Mechanic)		\$11.95 (\$11.65)	\$12.25	\$12.55

Previous rates reflect \$1.62 COLA Fold-in.

Cost of Living Allowance: 1¢ for each 0.3 point rise in the Consumer Price Index - 1961=100. To be folded into the base rate, with the first payment on March 1, 1981 (unchanged).

Paid Holidays: The first Monday in May is added for a total of 13 days.

Paid Vacation: 6 weeks at 12% after 28 years' service (new).

Bereavement Leave: Son-in-law and daughter-in-law are added for 3 days' paid leave to attend the funeral.

Jury Duty and Crown Witness Pay: Employee on midnight shift receives difference between fees received and regular salary, plus shift premium (new).

Health and Welfare: Weekly Indemnity - Benefits increase to \$220 (\$190) per week. Effective December 1, 1981, \$230 per week. Effective December 1982, \$235 per week.

Long Term Disability (new) - Employer pays 100% of cost of plan. Benefit is 60% of basic weekly earnings, payable after 52 weeks to a maximum of \$12,000 per year.

Dental Plan (new) - Effective February 27, 1981, employer pays 100% of cost of premiums based on the current Ontario Dental Association schedule of fees. Effective December 1, 1981, a rider is added to cover the cost of dentures on a 50%/50% co-insurance basis.

Meal Allowance: \$5 (\$4).

Safety Shoe Allowance: \$60 (\$40) per year.

Fiberglas Canada Ltd at Sarnia - Local 914, Energy and Chemical Workers* (CLC)
(production and maintenance employees): A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

*Previously, Local 9-14, Oil, Chemical and Atomic Workers.

Wages:	Effective	Feb. 1/81	Feb. 1/82
Adjustment	20¢ for tradesmen and top operators		
General Increases		13.5%	12%
Grade II (Labourer)		\$8.76 (\$7.72)	\$9.81
Grade 5 (includes Inspector)		\$10.78 (\$9.50)	\$12.07
Grade 3 (includes Electrician 1st)		\$12.90 (\$11.17)	\$14.45

Previous rates reflect a 3% adjustment made February 1, 1980.

Continuous Shift Premium: 24¢-49¢-85¢. Effective February 1, 1982, 27¢-54¢-95¢. (Previously, 0-44¢-77¢).

Paid Holidays: 1 floating holiday predetermined each year is added for a total of 11 days.

Paid Vacation: 6 weeks (new) in the 25th year of service. Effective in 1982, 7 weeks (new) in the 30th year.

Health and Welfare: Life Insurance - Effective March 1, 1981, \$26,500-\$34,500 (\$25,000-\$30,000), according to grade level. Effective February 1, 1982, \$29,000 - \$38,000.

Weekly Indemnity - Effective March 1, 1981, \$220-\$285 (\$190-\$220) per week, according to grade level. Effective February 1, 1982, \$270-\$355 per week.

Long Term Disability - Plan provides benefits of 60% (55%) of basic monthly salary, with a minimum of \$650 (\$600) per month. Effective February 1, 1982, \$700 minimum.

Safety Shoe Allowance: Employer pays \$50 (\$40) toward the cost of 1 pair per year. Effective January 1, 1982, \$60.

CHEMICAL AND CHEMICAL PRODUCTS

Polysar Ltd. at Sarnia - Local 914, Energy and Chemical Workers* (CLC) (1,600 hourly rated employees): A 24-month renewal agreement effective from March 8, 1981 to March 7, 1983, settled at the bargaining stage. Duration of negotiations - 4 months.

*Previously, Local 9-14, Oil, Chemical and Atomic Workers' International Union.

Wages:	Effective	Mar. 8/81	Mar. 8/82
General Increases		13.5%	12%
Adjustments (2 top rates)		20¢	
Labourer		\$8.89 (\$7.83)	\$9.96
Class 1 Mechanic		\$12.90 (\$11.17)	\$14.45
Operator, Lead Technicians		\$13.62 (\$11.79)	\$15.25

Hours of Work: 8 per day and an average of 37.33 per week. Employees receive every third Friday off (unchanged).

Overtime Pay: Double time (time and one-half) for first work period in the event of a change in schedule.

Shift Premiums: Eight Hour Shifts - 24¢-49¢-85¢ (0-44¢-77¢). Effective March 8, 1982, 27¢-54¢-95¢. (Previous amounts shown reflect a 2¢ interim adjustment made September 1980.)

Twelve Hours Shifts (new) - 32¢ day - 73¢ night. Effective March 8, 1982, 36¢ day - 81¢ night.

Paid Holidays: Add 1 floater for a total of 11 days.

Paid Vacation: 6 weeks after 25 years' service (new). Also, 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years and 5 weeks after 20 years (all unchanged).

Effective March 8, 1982, 7 weeks after 30 years (new).

Health and Welfare: Weekly Indemnity - Effective April 1, 1981, \$200-\$310 (\$185-\$230) per week. Effective April 1, 1982, \$250-\$380 per week. Varies by job class.

Long Term Disability - Effective April 1, 1981, \$650 (\$600) per month. Effective April 1, 1982, \$700.

Major Medical - \$20,000 (\$10,000) lifetime maximum coverage for retirees. Increase coverage for all employees to include \$200 per year for a speech therapist and \$200 per year for a chiropractor, masseur, or osteopath (new). New employees to be covered from the first of the month following date of hire (previously 3 month waiting period).

Dental Plan - Payments continue to be based on the current Ontario Dental Association fee schedules.

Pension Plan: Bridge Supplement - Effective April 1, 1981, \$10.97 (\$9.50) per month per year of service.

Existing Pensioners and Eligible Surviving Spouse - Effective December 1, 1981, \$300 lump sum payment (new). Applies to employees who retired or became deceased by March 7, 1981.

Safety Shoe Allowance: Effective March 1, 1981, \$50 per year. Effective November 1, 1982, \$60.

Unpaid Leave of Absence: Employee need not state purpose. Permission granted if work situation permits.

TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Pilots Association (Ind.) (1,860 employees): A 27-month renewal agreement effective from December 1, 1980 to March 1, 1983, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>	<u>Aug. 31/82</u>
	Increases	12%	8.5%	5.5%

Further details unavailable at time of publication.

Canadian Parcel Delivery (Division of Canadian Pacific Express & Transport Ltd.),
system-wide - Railway Clerks (AFL-CIO/CLC) (700 employees): A
 24-month renewal agreement effective from November 1, 1980 to
 October 31, 1982, settled at the conciliation officer stage.
 Duration of negotiations - 7 months.

Wages:	Effective	Nov. 1/80	Nov. 1/81
COLA Fold-in (Seniority Employees)		30¢	
Increases			
Casual Employees		25¢	
Seniority Employees		57¢-74¢	59¢-75¢
Casual Employee		\$5.20-\$6.00 (\$4.95-\$5.75)	
Dockman		\$6.92-\$7.41 (\$6.05-\$6.50)	\$7.51-\$8.04
Driver Representative		\$7.29-\$8.38 (\$6.34-\$7.34)	\$7.95-\$9.13

Cost of Living Allowance: 1¢ per hour per 0.3 point increase in the Consumer Price Index - 1971=100. Compares the average CPI increase for the period November 1981 - October 1982 over November 1980 - October 1981. Triggers at 9% and added to rates effective November 1, 1981. (Previously, generated 30¢.)

Hours of Work: 40 per week (unchanged).

Shift Premium (new): Effective January 1, 1981, 20¢ per hour for shifts commencing between 2 p.m. and 5:59 a.m.

Paid Holidays: Effective November 1, 1981, Heritage Day if designated by the Government of Canada, is added for a total of 10 days.

Paid Vacation: Effective January 1, 1982, 3 weeks after 4 (6) years' service. Also 2 weeks after 1 year and 4 weeks after 14 years (unchanged).

Health and Welfare: Employee Benefit Plan Supplemental Agreement - 66 2/3% of base pay but limited to 66 2/3% of U.I.C. insurable earnings for employees with a weekly base pay of \$120.01 or more. Pays \$80 per week or 75% of weekly base pay, whichever is less for employees earning less than \$120.01 per week. (Formula unchanged.)

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees
(CLC): A 23 1/2-month renewal agreement effective from January 16, 1981 to December 31, 1982, covering 359 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan.12/81	Aug. 3/81	Jan. 4/82
General Increases		8%	4%	9%
Job Level 201 (Office Messenger)		\$5.22-\$5.97 (\$4.83-\$5.53)	\$5.43-\$6.21	\$5.92-\$6.77
Job Level 103 (includes Construction Worker)		\$7.69-\$8.82 (\$7.12-\$8.17)	\$8.00-\$9.17	\$8.72-\$10.00
Job Level 107 (includes Electrician)		\$9.13-\$11.46 (\$8.45-\$10.61)	\$9.50-\$11.92	\$10.36-\$12.99
Job Level 212 (includes Engineering Technician)		\$11.22-\$13.48 (\$10.39-\$12.48)	\$11.67-\$14.02	\$12.72-\$15.20
Previous rates reflect a 1% COLA Fold-in.				
Probationary period is 6 months. Maximum rates for Office Messenger and Construction Worker are reached after 6 months and for Electrician and Engineering Technician after 42 months.				
Cost of Living Allowance:	Effective January 1, 1982, 1% for each full 1% rise in the Consumer Price Index - 1971=100, using January 1982 (1980) as the base index month. Triggered at 9%. To be adjusted quarterly.			
Shift Premium:	0-30¢-30¢ (0-25¢-25¢).			
Saturday and Sunday Premium:	40¢ (30¢) per hour worked.			
Standby Pay:	\$46 (\$44) per 7 day week, plus an extra \$7.50 (\$5) on a paid holiday. Effective January 1, 1982, \$48 plus an extra \$8.50.			
Paid Vacation:	4 weeks after 10 (11) years' service. Effective January 1, 1982 5 weeks and 1 day after 25 (26) years' service, 5 weeks and 2 days after 26 (27) years, 5 weeks and 3 days after 27 (28) years 5 weeks and 4 days after 28 (29) years, 6 weeks after 29 (30) years.			
Bereavement Leave:	3 days' leave to attend the funeral of grandchildren.			
Health and Welfare:	<u>Dental Plan</u> - Employer pays 100% of the cost of premiums for Blue Cross #9 or equivalent. Payments are based on the 1980 Ontario Dental Association fee schedule. Effective January 1, 1982, payments are based on the 1981 O.D.A. fee schedule.			
Safety Boot Allowance:	\$40 (\$35) per year. \$50 (\$45) per year to Leading Linemen, Linemen, and Tree Trimmers. Effective January 1, 1982, \$50 per year. \$60 to Leading Linemen, Linemen and Tree Trimmers.			

WHOLESALE TRADE

Snap-On Tools of Canada Ltd., province-wide - Local 5483, Steelworkers (AFL-CIO/CLC):

A 21-month renewal agreement effective from February 16, 1981 to October 30, 1982, with wages retroactive to November 2, 1980, covering 300 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages	Effective	Nov. 2/80	Nov. 1/81
	General Increases	11.25%	11%
	General Labour	\$6.82 (\$6.13)	\$7.57
	Electrician, Licensed	\$9.91 (\$8.91)	\$11.00
Shift Premium:	0-24¢-30¢ (0-20¢-25¢).		
Paid Vacation:	4 weeks after 13 (14) years' service. Effective November 2, 1981, 4 weeks after 12 years.		
Health and Welfare:	Life Insurance and A.D.&D. - Effective March 1, 1981, \$11,000 (\$9,000) coverage. Effective November 2, 1981, \$12,000.		
	Drug Plan - Effective March 1, 1981, deductibles are removed. Effective November 2, 1981, co-insurance is removed.		
	Dental Plan - Effective March 1, 1981, deductibles are removed, and Riders 1 and 2 are added. Effective November 1, 1981, co-insurance is removed.		
Pension Plan:	Basic Benefit - Effective March 1, 1981, \$9 (\$8) per month per year of service. Effective January 1, 1982, \$9.50.		
Safety Prescrip- tion Glasses:	Maximum of \$30 (\$25) per year.		
Safety Shoe Allowance:	Employer contributes a maximum of \$35 (\$20) per year. Effective November 2, 1981, \$40 per year.		

FINANCE, INSURANCE AND REAL ESTATE

Ontario Housing Corporation and all Housing Authorities, province-wide (except Metro

Toronto) - Local 767, Canadian Union of Public Employees (CLC) (1,035 office and maintenance employees): A 24-month renewal agreement effective from January 1, 1980 to December 31, 1981, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	Jan. 1/80	Jan. 1/81
	General Increases	10%	10%
	Clerk I	\$4.60-\$5.21 (\$4.18-\$4.74)	\$5.06-\$5.73

	<u>Jan. 1/80</u>	<u>Jan. 1/81</u>
Community Relations Officer	\$8.93-\$10.15 (\$8.12-\$9.23)	\$9.82-\$11.17
Groundsman-Labourer	\$7.25 (\$6.59)	\$7.98
Painter	\$8.02 (\$7.29)	\$8.82

Effective February 23, 1981, probationary period is 60 working days (3 consecutive months).

Hours of Work: Administrative employees - 35 per week. Maintenance employees - 40 per week. (Both unchanged.)

Rest Period: Two 15 minute periods per shift for all employees. (Previously, two 15 minute periods for maintenance employees and continuance of existing practice for administrative employees.)

Shift Bonus: Effective February 23, 1981, 0-45¢-45¢ (0-35¢-35¢).

Weekend Premium: Effective February 23, 1981, 65¢ per hour for all regularly scheduled hours worked on a Saturday or a Sunday. (Previously, 25¢ for work on a Sunday only.)

Paid Holidays: 11 (unchanged).

Paid Vacation: 3 weeks after 1 (3) year's service. Also 4 weeks after 10 years and 5 weeks after 19 years (unchanged).

Pre-retirement Vacation (new): Employees with 20 or more years of service receive an extra 5 days of vacation in the year prior to normal retirement age, 65.

Health and Welfare: Life Insurance - Effective February 23, 1981, employer pays 90% (75%) of premium costs.

Extended Health Care - Effective February 23, 1981, employer pays 100% (90%) of premium costs.

Long Term Income Protection Plan - Effective February 23, 1981, employer pays 100% (80%) of premium costs.

EDUCATION AND RELATED SERVICES

Dufferin-Peel Roman Catholic Separate School Board - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, services and plant operations employees): A 12-month month renewal agreement effective from October 1, 1980 to September 30, 1981, covering 300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

	<u>Effective</u>	<u>Oct. 1/80</u>	<u>June 1/81</u>
Wages:			
Average Increases		10%	1%

	<u>Oct. 1/80</u>	<u>June 1/81</u>
Assistant Caretaker	\$6.71-\$7.39 (\$6.10-\$6.72)	\$6.77-\$7.46
Plumber	\$11.31 (\$10.29)	\$11.42

Probationary period is 4 calendar months. Maximum rate for Assistant Caretaker is reached after two 6-month increases.

Premium Pay: \$20 (\$15) per week for an employee who looks after a Recreation Summer Playground.

Responsibility Allowances: An employee performing the duties of a Head Caretaker for more than 20 consecutive days receives 2/3 of the difference between his and the Head Caretaker's salary retroactive to the date of appointment as Acting Head Caretaker. (Previously, \$200 per year or to a maximum of classification, whichever is lesser).

A maintenance employee acting in place of the Foreman for 1 or more full consecutive days receives 75% of the difference between his and the Foreman's salary while so assigned. (Previously, \$208 per year).

Health and Welfare: OHIP - Employer pays 90% (80%) of premium costs.

Life Insurance - Employer pays 100% (80%) of premium costs, and 75% for additional optional coverage at 2 times annual salary (new). Minimum \$10,000 coverage. (Previously, 2x annual salary rounded to the next higher \$500.)

Major Medical - Employer pays 90% (80%) of premium costs for a plan with extension to cover Eyeglasses \$80 (\$40), Hearing Aids \$300, and Health Care outside of Canada (new) - \$10 deductible for single, \$20 for family (unchanged).

Long Term Disability (new) - Effective April 1, 1981, employer pays 100% of premium costs. Benefits are effective after 75 working days of continuous disability.

Dental Plan - Employer pays 90% (80%) of the cost of premiums, based on the current (1979) Ontario Dental Association schedule of fees.

Uniform Allowance: Maximum of \$130 (\$120) per year for maintenance employees for uniform replacement after 1 year.

Huron County Board of Education - Ontario Secondary School Teachers' Federation (Ind): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 253 employees, settled with mediation assistance. Duration of negotiations - 1 year.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Feb. 1/81</u>
	Increases	6.37%	5.66% on the average

	<u>Sept. 1/80</u>	<u>Feb. 1/81</u>
Teacher-Category I 0-10 years	\$13,972-\$24,299 (\$13,135-\$22,844)	\$14,760-\$25,670
Teacher-Category IV 0-10 years	\$16,463-\$31,043 (\$15,477-\$29,184)	\$17,400-\$32,800
Vice-Principal 0-2 years	\$36,290-\$39,240 (\$33,143-\$35,839)	\$36,290-\$39,240
Principal Type A Qualifications 0-2 years	\$40,840-\$44,040 (\$37,300-\$40,221)	\$40,840-\$44,040
Principal Type B Qualifications 0-2 years	\$39,244-\$42,442 (\$35,839-\$38,760)	\$39,244-\$42,442
Responsibility Allowances:	Director - \$2,810 (\$2,568) Department Head - \$2,580 (\$2,354) Subject Chairman - \$1,410 (\$1,284) Assistant Director - \$1,410 (\$1,284) Assistant Department Head - \$1,290 (\$1,177)	
Professional Development Fund:	\$55,000 (\$50,000).	

Lambton County Board of Education - Local 1019, Canadian Union of Public Employees (CLC) (custodians): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 day.

	<u>Effective</u>	<u>Mar. 1/81</u>	<u>Mar. 1/82</u>
Wages:	Increases	12% on the average	10.5%
	Cleaner	\$6.48 (\$5.76)	\$7.16
	Custodian	\$8.10 (\$7.25)	\$8.95
Shift Premium:	0-25¢-30¢ (0-21¢-30¢). Effective March 1, 1982, 0-30¢-30¢.		
Lead Hand Premium:	35¢ (25¢) per hour in secondary schools. Effective March 1, 1982, 50¢.		
Health and Welfare:	<u>OHIP, Semi-Private Hospitalization, Supplemental Medical Benefit Plan, Life Insurance and Dental Plan</u> - Employer pays 80% (75%) of premium costs.		
Responsibility Allowances:	30¢ on the average (20¢-50¢, depending on size of school). Effective March 1, 1982, 40¢.		

Perth County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 365 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	Sept. 1/80	Feb. 1/81	Sept. 1/81
	Increases	7.25%	2.8%	7.5%
	Teacher Level 1 0-6 years	\$11,248-\$15,804 (\$10,488-\$14,736)	\$11,563-\$16,246	\$12,430-\$17,464
	Teacher Level 4 0-11 years	\$14,734-\$24,951 (\$13,738-\$23,264)	\$15,146-\$25,649	\$16,282-\$27,573
	Teacher Level 7 0-12 years	\$17,515-\$31,633 (\$16,331-\$29,495)	\$18,005-\$32,518	\$19,355-\$34,955
Cost of Living Allowance (new):	\$110 lump sum per 0.5 point increase in the Consumer Price Index - 1971=100. Triggered at 7.5%. Capped at 11%. Payable January 1982 and July 1982.			

Responsibility Allowances:	Effective	Sept. 1/80	Feb. 1/81	Sept. 1/81
	Vice Principal	\$2,681 (\$2,500)	\$2,756	\$2,963
	Consultant	\$3,003 (\$2,800)	\$3,087	\$3,319

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/81
	General Increase	11%
	Skilled Trades Adjustment	25¢
	Cleaner	\$5.36-\$5.96 (\$4.83-\$5.37)
	Electrician	\$8.51-\$9.12 (\$7.42-\$7.97)

Probationary period is 3 months. Maximum rate for Cleaner is reached after 24 months, and for Electrician after 12 months.

Shift Premium: 0-17¢-22¢ (0-15¢-15¢)

Heating Plant and School Check Premium:	\$8, \$10 and \$12 per check for Custodians, depending on size of school and inclusive of mileage allowance (previously, \$5 and \$6 plus mileage).
Premium Pay:	34¢ (30¢) per hour for a Custodian serving as a qualified stationary engineer with certification. \$2.20 (\$2.00) per day for Bus Driver on kindergarten run. Minimum of \$7.70 (\$7.00) per round trip for Bus Driver making an irregular trip.
Responsibility Allowance:	28¢ (25¢) per hour for Chief Custodian, Lead Hand or Custodian responsible for a school.
Paid Vacation:	3 weeks after 3 (4) years' service.

Waterloo County Board of Education - Non-Academic Staff Association (Ind.): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 217 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	10%
	Level 1 (includes Junior Clerk)	\$7,274-\$10,556 (\$6,614-\$9,596)
	Level 11 (includes Accountant)	\$16,741-\$24,199 (\$15,219-\$21,999)
	Probationary period is 6 months. Maximum rates are reached on merit after 36 months.	
Lump Sum Payment:	\$225 on or before July 1, 1981 for each employee on staff at the time.	
Shift Premium:	0-25¢-28¢ (0-15¢-18¢)	
Saturday and Sunday Premium:	25¢ (15¢) per hour.	
Paid Vacation:	5 weeks after 18 (19) years' service.	

The Ontario Institute for Studies in Education - Local 7, Canadian Union of Educational Workers (Ind.): A 16-month first agreement effective from September 1, 1980 to December 31, 1981, covering 325 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>May 1/81</u>
	Increases		6%
	Graduate Assistants	\$5,500*	\$5,830**

*Includes 4% vacation pay.

**Excludes 4% vacation pay.

Lump Sum Payment: \$150 to all employees.

Hours of Work: 10 hours per week for 35 weeks.

Health and Welfare: The labour/management committee will meet to produce a report by July 1, 1981 for the purpose of allocating a \$12,000 fund. If they cannot agree, the fund will be used to create additional positions in the bargaining unit.

HEALTH AND WELFARE SERVICES

Kingston General Hospital - Local 1974, Canadian Union of Public Employees (CLC)
(support service and office and clerical employees): Two 24-month renewal agreements effective from October 1, 1980 to September 30, 1982, covering 680 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/80	Apr. 6/81
	Increases	60¢	30¢
	Skilled Trades Adjustment	15¢	
	<u>Office and Clerical</u>		
	Grade 4 (includes Clerk Typist)	\$6.29-\$6.50 (\$5.69-\$5.90)	\$6.59-\$6.80
	Grade 9 Printer-Senior	\$7.47-\$7.78 (\$6.87-\$7.18)	\$7.77-\$8.08
	<u>Support Service</u>		
	Dietary Aide I	\$6.36-\$6.62 (\$5.76-\$6.02)	\$6.67-\$6.92
	Electrician	\$9.11-\$9.36 (\$8.36-\$8.60)	\$9.41-\$9.66
	Effective	Oct. 5/81	Apr. 5/82
	Increases	45¢	25¢
	<u>Office and Clerical</u>		
	Grade 4 (includes Clerk Typist)	\$7.04-\$7.25	\$7.29-\$7.50
	Grade 9 Printer-Senior	\$8.22-\$8.53	\$8.47-\$8.78

	<u>Oct. 5/81</u>	<u>Apr. 5/82</u>
<u>Support Service</u>		
Dietary Aide I	\$7.12-\$7.37	\$7.37-\$7.62
Electrician	\$9.86-\$10.11	\$10.11-\$10.36
Probationary period is 45 working days. Maximum rates are reached after two 6-month increases.		
Shift Premium:	Effective February 26, 1981, 0-\$2 (0-\$1.85). Effective October 5, 1981, 0-\$2.10.	
Standby Pay:	Effective February 26, 1981, \$1.25 (\$1) per hour.	
Weekend Premium (new):	Time and one-half for employees working on a fourth consecutive weekend when scheduled by the employer.	
Paid Holidays:	Employee eligible after 20 working days (new).	
Paid Vacation:	Effective May 1, 1981, 3 weeks after 3 (4) years' service for Support Service employees, and 5 weeks after 19 (20) years for Support Service and Office and Clerical employees.	
Crown Witness and Coroner's Inquest Leave (new):	Employee receives regular salary and deposits fees received with employer.	
Health and Welfare:	<u>Life Insurance</u> - Employees at \$2,000 coverage have the option of electing 2 x coverage during the month of September, 1981. <u>Long Term Illness Plan</u> - Committee will review a long term disability plan during the term of the agreement. <u>Semi-Private Hospitalization (new)</u> - Effective April, 1981, employer pays 50% of premium costs. <u>Dental Plan</u> - Effective July, 1981, payments are based on the 1980 (1979) Ontario Dental Association fee schedule for Blue Cross Dental Plan number 9 (7).	

St. Joseph Religious Hospitaliers of Hotel Dieu at Windsor - Local 210, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1980 to March 31, 1982, covering 365 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

Wages:	<u>Effective</u>	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General	\$139 per month	\$130 per month
	Increases		
	Kitchen Helper, Grade II	\$982-\$1,052 (\$843-\$913)	\$1,112-\$1,182

	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
Registered Nursing Assistant	\$1,122-\$1,210 (\$983-\$1,071)	\$1,252-\$1,340
Orderly	\$1,127-\$1,210 (\$988-\$1,071)	\$1,257-\$1,340
Carpenter General	\$1,174-\$1,288 (\$1,035-\$1,149)	\$1,304-\$1,418
Probationary period is 60 working days. Maximum rates are reached after two 6-month increases.		
Shift Premium:	Effective February 26, 1981, 0-\$1.85-\$1.85 (0-\$1.65-\$1.65). Effective April 1, 1981, 0-\$2.05-\$2.05.	
Orderly Premium:	\$10 per month, if assigned to the Respiratory Therapy Department (new).	
Overtime Pay on a Paid Holiday:	2 1/4 times regular rate for all overtime in excess of the regular 8-hour shift on a paid holiday (previously, time and one-half for all hours worked).	
Paid Vacation:	Effective April 1, 1981, 3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years.	
Jury Duty and Crown Witness Pay (new):	Employer pays the difference between regular salary and fees received.	
Health and Welfare:	<u>Drug Plan</u> - Effective March 1, 1981, employer pays 100% (66 2/3%) premium costs. <u>Dental Plan</u> - Effective March 1, 1981, employer pays 75% (50%) of premium costs.	

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. (Engineering Company and International Company) at Mississauga, Ont. and Montreal, Que. - Society of Professional Engineers and Associates (Ind.) (670 employees): A 36-month renewal agreement effective from January 1, 1981 to December 31, 1983, settled with mediation assistance after a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	Increases	11% approximately	\$600-\$800 per year
	<u>Annual Rates</u>		
	PG-1 (Junior Engineer)	\$18,700-\$22,800 (\$16,800-\$20,500)	\$19,300-\$23,400

	<u>Jan. 1/81</u>	<u>July 1/81</u>
PG-4 (Full-fledge Engineer)	\$34,500-\$38,300 (\$31,100-\$34,500)	\$35,200-\$39,000
PG-6 (Specialist/ Internal Consultant)	\$42,700-\$46,700 (\$38,500-\$42,100)	\$43,500-\$47,500

Additional Increases - Jan. 1, 1982 - a Community Related Adjustment (see formula below). July 1, 1982 - \$300 per year across-the-board. Jan. 1, 1983 - a Community Related Adjustment (see formula below). July 1, 1983 - \$200 per year across-the-board.

Community Related Adjustments - Calculations based on data supplied by Pay Research Bureau AUTOCODS, Basic Sample (Table 1 Rates Measures and Comparisons - Canada. Effective January 1, 1982 increase July 1, 1981 rates by the percent that the combined mean wage rates, weighted by population, for Engineers 1, 2, 3 and 4 has increased between August 1980 and August 1981.

Similarly, effective January 1, 1983 increase July 1, 1982 rate by the percent of increase between August 1981 and August 1982.

Merit Increments - Each year, effective January 1st the employee will allocate an amount of money equivalent to at least 3% of the previous year's payroll. (Previously, same practice but amount varies.)

Individual Alignment - Effective January 1, 1981, \$200-\$500 depending on classification grade. Applies to employees currently on staff and does not affect the standing salary grid

"Comparable Benefit" Clause - If during the course of the agreement, additional benefits are extended to other employees of the employer, these benefits will be offered to members of this bargaining unit, notwithstanding the improvements shown below. (Unchanged.)

Hours of Work: Effective January 1, 1983, 36 1/4 (37 1/2) per week.

Time Off for Overtime (new): Effective May 1, 1981, for a 1 year trial period employees may accumulate up to 8 hours of overtime credits for the purpose of taking time off in lieu of overtime payment.

Paid Holidays: 11 (unchanged).

<u>Paid Vacation:</u>	<u>Service as of April 1, 1981</u>	<u>Vacation Credits</u>
	6 months (unchanged)	15 days
	8 (10 3/4) years	16 "
	9 (11 3/4) "	17 "
	10 (12 3/4) "	18 "
	11 (13 3/4) "	19 "
	12 (14 3/4) "	20 "
	15 (18 3/4) "	21 "

Service as of April 1, 1981

18 (21 3/4) "
21 (24 3/4) "
24 (27 3/4) "
27 (29 3/4) "

Vacation Credits

22 "
23 "
24 "
25 "

Service as of April 1, 1982

14 years
17 "
20 "
23 "
26 "

Vacation Credits

21 days
22 "
23 "
24 "
25 "

Health and
Welfare:

Medical and Hospital Allowance - Effective August 1, 1981, \$22 (\$21) per month for single coverage and \$44 (\$42) per month for family coverage. Effective August 1, 1982, \$23 and \$46 per month. Applies to employees for whom contributions are deducted for OHIP. Employees resident in provinces that do not levy health insurance premiums receive \$36 (\$35) per month effective August 1, 1981 and \$37 per month effective August 1, 1982. (The previous amounts shown for single and family coverage reflect a \$1 and \$2 per month increase respectively made during the previous agreement on the basis of the "Comparable Benefit" Clause.)

Life Insurance - Effective August 1, 1981, the employer pays 75% (60%) of premium costs. Coverage equals annual salary of employee (unchanged).

Sickness/Disability Protection Plans - Changes to the Sick Leave Plan and the adoption of intermediate and long term disability plans, as reported below, took effect during the previous agreement on August 1, 1979 as a result of the "Comparable Benefit" Clause.

Sick Leave - Employees hired on or after August 1, 1979, receive 15 days credit upon commencing employment and 6 days on each subsequent April 1st. Employees on staff as of August 1, 1979 were able to elect the foregoing new plan or the retention of the then existing plan providing 1 1/4 days of credit for each qualifying month of service.

Intermediate Term Sickness/Disability - Coverage is for 75% of basic salary for a maximum of 26 weeks following expiration of sick leave. For same disability, benefit is re-established upon return to work for 1 day.

Long Term Disability - Coverage is for 66 2/3% of basic salary to a maximum of \$3,000 per month. Employer pays 50% of the premiums.

Prescription Lens Coverage (new) - \$60 allowance every 24 months. Cost to be charged to the above Medical and Hospital Allowance.

Dental Plan - Implemented during the previous agreement as a result of the "Comparable Benefit" Clause. Provides 75% co-insurance on basic dental services. Payments are based on 1980 (1979) dental association fee schedule. Employer pays 100% of premiums.

Grievance/Paid Leave (new):	Parties to or witnesses to a grievance will be granted time off with pay to prepare for and attend proceedings.
Leave for Negotiations Preparation (new):	Without pay, work conditions permitting.
Leave to Augment Vacation (new):	Without pay, work conditions permitting.
Career Development Clause:	Clause as been revamped and extended. Provides for a joint labour/management Career and Professional Development Committee to discuss and recommend programs for professional development with emphasis on in-house approach. Employer may pay up to 100% (50%) of expenses for a job related course. Includes possibility for leave of absence with full salary.
Membership Fees (new):	Employer pays 100% of membership fees for any employee joining Company required technical or professional organization.
Travel Time:	To or from an outside assignment outside of regular hours - paid at straight time up to a maximum of 6 hours. (Previously, paid at time and one-half for half of the time involved in travelling to an assignment immediately proceeding the start of overtime.)
Notice of Lay-off:	Ranges from 1 month for less than 1 year of service to 4 months for 10 or more years. (Previously, 1 month for under 4 years and 2 months for 4 or more years.)
Contracting Out:	Employer agrees to minimize usage and where appropriate, to utilize the outside help to develop the skills and expertise of bargaining unit employees (new).

PERSONAL SERVICES

Four Seasons Hotel, Delta Inn of the Provinces, Holiday Inn, Lord Elgin Hotel, Sheraton El Mirador Motor Inn, Skyline Hotel and Talisman Motor Inn, all at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC) (1,080 employees): Seven 24-month renewal agreements effective from November 1, 1980 to October 31, 1982, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Nov. 1/80</u>	<u>Nov. 1/81</u>
	Increases	12% non gratuity employees 10% gratuity employees	12% non gratuity employees 10% gratuity employees

<u>Hourly Rates</u>	<u>Nov. 1/80</u>	<u>Nov. 1/81</u>
Waiter	\$4.07 (\$3.70)	\$4.48
Chambermaid	\$4.65 (\$4.15)	\$5.21
Banquet Cook	\$7.35 (\$6.56)	\$8.23

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 12 (14) years' service for all hotels except Skyline where it remains 4 weeks after 9 years. 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Health and Welfare: OHIP - Employer pays 100% of premium costs. (Previously, employer paid \$20 single coverage and \$40 married for all hotels except the Skyline (new)).

Pension Plan: Effective May 1, 1982, employer contributes 5¢ per hour worked for all hotels (new) except Holiday Inn and Lord Elgin Hotel, where pension benefits of 5% of gross wages already exist.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Postmasters and Assistants Association (Ind.) (8,200 revenue postal operations group employees):
An 11-month renewal agreement effective from February 11, 1981 to December 31, 1981, with wages retroactive to July 7, 1980, settled at the bargaining stage. Duration of negotiations - 10 months.

<u>Wages:</u>	<u>Effective</u>	<u>July 7/80</u>	<u>Jan. 5/81</u>	<u>July 6/81</u>
Increases		52¢ per hour on the average	56¢ per hour	53¢ per hour
Post Offices Grades 1 to 6				
Full-time Assistant	\$13,701-\$14,497 (\$12,661-\$13,457)	\$15,261-\$16,057	\$16,821-\$17,617	
Postmaster*	\$14,336-\$19,581 (\$13,296-\$18,541)	\$15,584-\$20,829	\$16,728-\$22,514	
Post Offices Grades 1 to 6				
Postmaster Level 1	\$4.94 (\$4.44)	\$5.34	\$5.69	

	<u>July 7/80</u>	<u>Jan. 5/81</u>	<u>July 6/81</u>
Postmaster	\$6.28	\$6.78	\$7.28
Level 6	(\$5.78)		

*One additional increment is included at Postmaster Grade 6 maximum, if the incumbent has been in that position for at least 1 year.

Hours of Work:	40 per week (unchanged).
Shift Premium:	60¢ (40¢) per hour for all hours worked between 5 p.m. and 7 a.m.
Saturday Premium:	80¢ (10¢) per hour.
Sunday Premium (new):	80¢ per hour.
Holiday Premium:	Double time (time and one-half) for all hours worked in addition to regular pay.
Acting Pay:	Payable from the 4th consecutive full 8-hour shift, when an assistant or a part-time assistant performs the duties of a senior assistant in a Grade 6 post office for at least 3 consecutive full 8-hour shifts (new).
Paid Holidays:	11 (unchanged).
Paid Vacation:	Effective April 1, 1981, 4 weeks after 10 (12) years' service and 5 weeks after 22 (27) years. Also 3 weeks after 1 year (unchanged).
Vacation Pay:	8% after 10 (12) years' service and 10% after 22 (27) years.
Sick Leave:	Payable from the first day of absence if supported by medical evidence (new). Part-time employees may accumulate 1 additional hour of credit for each additional monthly 20 hours worked in excess of the first 10 days, to a maximum of 10 hours per month (new). An employee on leave without pay for vacation purposes, continues to earn sick leave credits (new).
Severance Pay:	An employee with 1 or more years' service, released for incapacity will be entitled to a maximum of 26 weeks severance pay (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (6,450 maintenance services category employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981 settled with mediation assistance. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Apr. 1/81</u>
	General Increases	6% plus \$11.20 per week	1.5%
	Additional Adjustments	5% for pilots; 3% for air engineer, senior air engineer and air frame finisher	
	<u>Hourly Rates</u>		
	Manual Worker*	\$7.10-\$7.28 (\$6.43-\$6.60)	\$7.21-\$7.39
	Maintenance Electrician	\$9.31-\$9.58 (\$8.52-\$8.77)	\$9.45-\$9.72
	<u>Weekly Rates</u>		
	Operator 1 Offset Equipment	\$220.37-\$246.60 (\$197.33-\$222.08)	\$223.68-\$250.30
	Elevator Mechanic 3 (weekly rates)	\$486.07-\$505.22 (\$447.99-\$466.06)	\$493.36-\$512.80
	Services Supervisor 3 (non-supervisory) (weekly rates)	\$586.64-\$645.33 (\$542.87-\$598.24)	\$595.44-\$655.01
	*Paid one rate higher if assigned to Type "A" equipment for more than 40% of the year.		
Hours of Work:	40 or 36 1/4 per week depending on classification. Compensation for overtime varies. Operator 1, Offset Equipment - 36 1/4 per week; Services Supervisor 3 - minimum of 36 1/4 per week; all others shown - 40 per week. (unchanged)		

Workmen's Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC) (1,500 employees): A 12-month renewal agreement effective from October 1, 1980 to September 30, 1981, settled at the post mediation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 19/81
General Increase:		11%
<u>Weekly Rates</u>		
<u>Clerical & Administrative</u>		
Salary Grade 001 (includes Filing Clerk 4)		\$205.99-\$230.40 (\$185.58-\$207.57)
Salary Grade 009 (includes Translator Specialist)		\$357.13-\$438.58 (\$321.74-\$395.12)

Feb. 19/81

Industrial

Salary Grade 021 (Sewing Machine Operator)	\$220.09-\$234.86 (\$198.28-\$211.59)
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Salary Grade 032 (includes Electrician)	\$368.28-\$395.94 (\$331.78-\$356.70)
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In addition to the above salary scales, the agreement includes Senior Administrative and a Treatment salary scale.

Retroactive Pay for the Period Oct. 1, 1980 - Feb. 19, 1981 - 1
of previous rates, but subject to a minimum payment of \$500.
Payments are prorated for employees who did not work the full
period.

Special Payment - \$75 lump sum payment May 29, 1981 for those
whose salary is below \$266.40 per week.

Part-time and Temporary Employee Bonus (new) - Effective February
9, 1981, 10% of regular salary in lieu of benefits not received

Hours of Work: Industrial Salary Scale - 37 1/2 per week; others - 36 1/4 (all
unchanged).

Shift Premium: 0-35¢-35¢ (0-30¢-30¢).

Paid Holidays: 11 (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 8 years, 5 weeks
after 20 years and 6 weeks after 25 years (all unchanged).

Health and Welfare: Life Insurance - Effective February 27, 1981, employer pays
premiums for coverage equal to employee's annual salary.
(Previously, the employee shared cost on a graduated basis
according to age when beginning employment.)

Optional Life Insurance - Effective February 27, 1981, employee
pays 6.5¢ per \$1,000 of coverage. (Previously, employee's cost
varied according to age.)

Optional Dependent Life Insurance - Effective February 27, 1981
existing employees may maintain present coverage of \$2,000
spouse/\$1,000 child at a cost of 15¢ (17¢) per week or elect
coverage available to new employees, \$5,000 spouse/\$2,500 child
at a cost of 36¢ per week (new).

Extended Health Care - Effective March 1, 1980, add chronic care
coverage to a maximum of \$20 per day and 120 days per year.

Long Term Disability - Effective February 27, 1981, each employee
pays .2% (.4%) of regular salary. Employer pays the difference

Dental Plan - Effective February 27, 1981, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule. Employee share of premium is 58¢ (53¢) single coverage/\$1.55 (\$1.41) family coverage.

Mileage Allowance:	<u>Oct. 1, 1980</u>	<u>Southern Ontario</u>
	0-8,050 kilometres	18¢/km (15¢)
	8,051-24,160	15¢ (12.5¢)
	24,161 or more	12.5¢ (10¢)

Rates for Northern Ontario .5¢ higher.

Meal Allowance: \$3 (\$2) for overtime. Travel status - breakfast - \$4 (unchanged), lunch - \$7 (\$6), supper - \$10 (unchanged).

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 366 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
	Increases	9.5%	5.9%	10%
	Constable - 4th Class	\$19,050 (\$17,397)	\$20,174	\$22,191
	Constable -1st Class	\$25,582 (\$23,363)	\$27,091	\$29,800
	Staff Sergeant	\$30,187 (\$27,338)	\$31,967	\$35,760

Shift Premium: \$200 (\$175) per year for 3 shifts and \$95 (\$80) for 2 shifts.

Call-Back Pay: Minimum 4.5 (4) hours' pay.

Criminal Investigation Branch Premium (new): \$2 per day for six to eighteen months and \$3 for more than eighteen months for Detectives or Sergeants. Constables assigned to the Adult Criminal Investigation Branch receive the same after two years.

Meal Allowance: \$3 (\$2). Effective January 1, 1982, \$4.

Plainclothes Allowance: \$575 (\$500) per year. Effective in 1982, \$600.

Halton Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	9.5%	5.5%
	Special Adjustment	\$200 for Staff Sergeant	
	Cadet	\$13,503.22-\$15,019.97	\$14,245.90-\$15,846.00
	0-2 years	(\$12,331.71-\$13,716.87)	
	Constable, Fourth Class	\$16,950.95 (\$15,480.32)	\$17,883.25
	Constable, First Class	\$25,674.56 (\$23,447.09)	\$27,086.66
	Staff Inspector	\$34,920.15 (\$31,890.55)	\$36,840.76
	Superintendent	\$38,368.18 (\$35,039.43)	\$40,478.43
		<u>Jan. 1/82</u>	
	General Increase	10%	
	Cadet	\$15,670.49-\$17,430.68	
	Constable, Fourth Class	\$19,671.58	
	Constable, First Class	\$29,795.33	
	Staff Inspector	\$40,524.83	
	Superintendent	\$44,526.27	
Paid Vacation:	Effective in 1982, 3 weeks after 3 (5) years' service.		
Health and Welfare:	<u>Dental Plan</u> - Employer pays 100% (75%) of premium costs. Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective in 1982, the 1982 ODA fee schedule.		
Clothing Allowance:	Effective in 1982, \$650 (\$500) per year for members of the criminal investigation division. \$2.50 (\$1.95) per day for uniformed members placed in plainclothes detail for training and special assignments.		

Kitchener City Corporation (Public Works and Parks and Recreation) - Local 68,
Canadian Union of Public Employees (CLC): A 24-month renewal
agreement effective from February 7, 1981 to February 6, 1983,
covering 246 employees, settled at the bargaining stage.
Duration of negotiations - 1 month.

Wages:	Effective	<u>Feb. 7/81</u>	<u>Feb. 7/82</u>
	General Increases	78¢	10.5%

	<u>Feb. 7/81</u>	<u>Feb. 7/82</u>
Labourer	\$7.83-\$7.96 (\$7.05-\$7.18)	\$8.65-\$8.80
Stationary Engineers (3rd)	\$8.98 (\$8.20)	\$9.92

Probationary period is 3 (4) consecutive calendar months.
Maximum rate for Labourer is reached after 90 consecutive calendar days.

Standby Pay: \$45 (\$35) per week.

Weekend Pay: 40¢ (30¢) per hour. Effective February 7, 1982, 45¢.

Paid Vacation: Effective February 7, 1982, 6 weeks (new) after 29 years.

Health and Welfare: Extended Health Care - Maximum claim for eyeglasses is \$80 (\$60) per family member every 2 years.

Pension Plan: Full OMERS Type 3 Supplementary is implemented for employees aged 55 years or over, providing unreduced early retirement for members with 30 years' service (previously Partial Type 3 Supplementary).

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC):
A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Effective		
General Increases	10.5%	9.5%
Labourer-Permanent	\$7.55-\$7.98 (\$6.83-\$7.22)	\$8.27-\$8.74
Mechanic	\$9.16-\$9.71 (\$8.29-\$8.79)	\$10.03-\$10.63

Annual Rates

General Clerk, Grade 1	\$12,241-\$12,877 (\$11,078-\$11,653)	\$13,403-\$14,100
Senior Plumbing Inspector	\$22,671-\$23,979 (\$20,517-\$21,700)	\$24,825-\$26,257

Probationary period is 3 months. Maximum rates for Labourer-Permanent and General Clerk, Grade 1 are reached upon completion of probationary period. Maximum rates for Carpenter and Senior Plumbing Inspector are reached after six months.

Paid Holidays: 1 (1/2) day Christmas Eve or New Year's Eve for a total of 12 days.

Health and Welfare: Long Term Disability (new) - Effective January 1, 1982, employee pays 75% of premium cost for plan.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental fee schedule. Effective January 1, 1982, based on the 1982 ODA fee schedule.

Extended Health Care - \$100 (\$80) per year for eyeglasses.

Meal Allowance: \$3.75 (\$3) after 3 hours. Effective January 1, 1982, \$4.

Safety Shoe Allowance: \$95 (\$45) maximum every 24 months.

York Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 316 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82
General Increases		10%	5%	10.5%
4th Class Constable		\$17,299 (\$15,726)	\$18,164	\$20,071
1st Class Constable		\$25,804 (\$23,458)	\$27,094	\$29,939
Staff Inspector		\$37,777 (\$34,343)	\$39,666	\$43,831

Shift Premium: \$100 per annum for employees on a 3-shift rotation and \$50 per annum for a 2-shift rotation calculated on a pro rata basis (new).

Court Time: Minimum 4 hours' overtime for each separate court session attended on a regularly scheduled day off (new).

Paid Vacation: 4 weeks after 12 (13) years' service and 6 weeks (new) after 25 years.

Special Leave: Maximum 57 (48) working days per year for the purpose of attending meetings of the Police Association of Ontario.

Cleaning Allowance: \$125 (\$110) per year. Effective in 1982, \$150.

Meal Allowance: \$4 (\$3). \$7 (\$5) while on duty outside the regional municipality.

Mileage Allowance: 27¢ (26¢) per mile.

Plainclothes Allowance: \$2 (\$1.25) per day for uniformed policemen required to wear plainclothes in excess of 7 days in any year. \$700 (\$600) annually for Detectives or Plainclothes Constables. Effective 1982, \$800.

ADDENDUM

July 1980 Settlement

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Limited, Commercial Products at Ottawa - Local 1541, Energy and Chemical Workers* (CLC): A 24-month renewal agreement effective from June 1, 1980 to May 31, 1982, covering 255 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

*Previously known as the Oil, Chemical and Atomic Workers International Union.

Wages:	Effective	July 13/80	June 1/81	Feb. 1/82
Increases		10.3%	8.8% for Level 1; 9% for Levels 2-6	5.5% for Level 1; 2.1% for Levels 2-6
Skilled Trades Adjustment		21¢ for Level 1		
Labourer		\$6.90 (\$6.26)	\$7.52	\$7.68
Electrician		\$10.00 (\$8.88)	\$10.88	\$11.50
Lump Sum Payment:	Effective on ratification, Level 1 receives \$250 and all other levels plus apprentices receive \$200. Employees entering the bargaining unit after June 1, 1980 receive a pro-rated payment reflecting their period of employment.			
Shift Premium:	0-48¢-50¢ (0-38¢-40¢). Effective June 1, 1981, 0-53¢-55¢.			
Sunday Premium:	95¢ (90¢) per hour. Effective June 1, 1981, \$1.00.			
Marriage Leave:	5 (3) days' paid leave after 6 month's service.			
Paid Vacation:	Effective April 1, 1980, 17 days after 11 (12 1/2) years' service, 18 days after 12 (13) years, 20 days after 13 (13 1/2) years, 21 days after 17 (21) years, 22 days after 20 (23) years, 23 days after 22 (25) years, 24 days after 24 (27) years, 25 days after 27 (29) years and 26 days (new) after 29 years. Effective April 1, 1981, 16 days (new) after 8 years, 17 days after 9 years, 18 days after 10 years, 19 days (new) after 11 years, 20 days after 12 years, 21 days after 15 years, 22 days after 18 years, 23 days after 21 years and 27 days (new) after 31 years.			
Health and Welfare:	<u>Life Insurance</u> - Effective June 1, 1981, employer pays 75% (60%) of premium costs.			

Sickness Supplement - Effective April 1, 1981, employer pays 100% (75%) of normal straight time hourly earnings per day for a maximum of 3 days per fiscal year.

Dental Plan (new) - Effective July 1, 1980, employer pays 100% premium costs for a basic preventative plan. Plan pays 50% of the cost of eligible services. Payments are based on the 1980 Ontario Dental Association fee schedule.

Retirement Compensation: Employer pays 60% (50%) of a weeks' pay for each completed year of continuous service, with a minimum of \$170 (\$145) per year. Effective June 1, 1981, 75% up to a maximum of 30 weeks, less a period which was previously granted severance pay.

Meal Allowance: \$5 (\$4) after 2 hours' overtime.

October 1980 Settlements

METAL FABRICATING

TRW Canada Limited-Carr Division, formerly United-Carr, Division of TRW Canada Ltd. at Brantford - Local 379, Auto Workers* (CLC): A 36-month first agreement effective from October 28, 1980 to October 31, 1983, covering 575 employees, settled at the bargaining stage and ratified in October, 1980. Duration of negotiations - 6 months

*Previously, represented by an Employees' Association.

Wages:	Effective	<u>Nov. 1/80</u>	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Increases	\$1.14-\$1.69	17¢	19¢-30¢
	Assembly Operator	\$5.94-\$6.19 (\$4.25-\$5.05)	\$6.11-\$6.36	\$6.30-\$6.55
	Tool & Die Maker	\$9.49-\$9.79 (\$7.81-\$8.25)	\$9.66-\$9.96	\$9.96-\$10.26
	Effective	<u>May 1/82</u>	<u>Nov. 1/82</u>	<u>May 1/83</u>
	Increases	10¢	20¢-31¢	10¢
	Assembly Operator	\$6.40-\$6.65	\$6.60-\$6.85	\$6.70-\$6.95
	Tool & Die Maker	\$10.06-\$10.36	\$10.37-\$10.67	\$10.47-\$10.77

Maximum rate for Assembly Operator is reached upon completion of the 30 day probationary period. Maximum rate for Tool & Die Maker is reached after 90 days.

Cost of Living Allowance: 1¢ per 0.49 rise or fall by which the November 1980 Consumer Price Index - 1971 = 100 exceeds the August 1980 CPI. Adjusted quarterly. Effective December 1982, 1¢ per 0.37 increase in the

CPI. (Previously, quarterly adjustments of 1% per 1% rise in the CPI - 1971 = 100. Triggered at 5% in the first year and 4% in the second year. Treated as an add-on).

Shift Premium: 0-27¢-27¢ (0-22¢-22¢).

Bereavement Leave: Son-in-law and daughter-in-law are added for 1 day's paid leave.

Paid Education Leave (new): Effective November 1, 1982, employer contributes 1¢ per hour worked per employee towards a fund.

Health and Welfare: Life Insurance and A.D.&D. - Effective November 1, 1981, \$7,500 coverage. Effective November 1, 1982, \$10,000. (Previously, \$4,000 life insurance coverage.)

Weekly Indemnity - Benefits increase to 60% (55%) of earnings to a maximum \$174 per week. Payable, as previously on a 1-1-4-26 basis.

Extended Health Care (new) - Effective November 1, 1980, employer pays 100% of premium costs. Maximum benefit \$450 every 2 years for hearing aids.

Vision Care (new) - Effective November 1, 1981, employer pays 100% of premium costs. Maximum claim is \$60 every 2 years.

Drug Plan - Effective November 1, 1980, employer pays 100% (80%) of premium costs.

Dental Plan (new) - Effective November 1, 1981, for employees with 12 months' service employer pays 100% of premium costs for a plan equivalent to Blue Cross Dental Plan #7. Payments are based on the 1980 Ontario Dental Association fee schedule.

Pension Plan (new): Effective November 1, 1982 a non-contributory plan is implemented for employees with 12 months' service. Basic benefit is \$5.50 per month per year of past and future credited service. Vesting at age 35 with 10 years' service.

Safety Shoe Allowance: Employer contributes \$25 toward the cost of 1 pair per year.

PERSONAL SERVICES

Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from July 1, 1980 to June 30, 1981, covering 255 employees, settled at the bargaining stage, and ratified in October, 1980. Duration of negotiations - 4 months.

Wages: Effective July 1/80

Increases 9% with a minimum of 35¢ for gratuity employees;
11% for non-gratuity employees;
12%-20% for Engineering employees and Food Service Clerk

July 1/80

Maid \$4.51
(\$4.06)

Electrician \$8.60
(\$7.17)

Split Shift Premium: \$2 (\$1.75) per day.

Service Bartender Premium: 50¢ (40¢) per hour when working in designated outlets.

November 1980 Settlements

ELECTRICAL PRODUCTS

Edwards, a Unit of General Signal Limited at Owen Sound - Local 7466, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 207 employees, settled with mediation assistance and ratified in November, 1980. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>	<u>Mar. 30/82</u>
General Increases		54¢	55¢	
Job Class Increment				2¢ per hour from Grade
Grade 3 (includes Assembler B)		\$5.67 (\$5.13)	\$6.22	\$6.22
Grade 18 Tool & Die Maker		\$7.17 (\$6.63)	\$7.72	\$8.02
Shift Premium:	0-35¢-35¢ (0-30¢-30¢). Effective October 1, 1981, 0-35¢-40¢.			
Call-In Pay:	Effective October 1, 1981, minimum 3 (2) hours' pay.			
Paid Holidays:	1 (1/2) day before Christmas is added for a total of 11 1/2 day			
Bereavement Leave:	Effective October 1, 1981, 3 (1) days' paid leave to attend the funeral of a brother-in-law and sister-in-law. 1 days' paid leave if the funeral is not attended (new).			
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective October 1, 1981, \$9,500 (\$9,000) coverage.			
	<u>Weekly Indemnity</u> - Maximum benefit of \$174 (\$160) per week. Effective October 1, 1981, \$189. Payable, as previously on a 1-1-4-26 basis.			
Safety Footwear Allowance:	Employer contributes \$35 for 1 pair per year in mandatory areas and \$70 (\$50) for paint shop employees who purchase 2 pairs. Effective October 1, 1981, \$40 and \$80, respectively.			

FEDERAL ADMINISTRATION

National Defence, Communications Security Establishment at Ottawa - Public Service

Alliance of Canada (CLC) (administrative services group, communications officers and computer systems administration groups of the Administrative and Foreign Service Category): A 13-month renewal agreement effective from February 20, 1981 to March 31, 1982, with wages retroactive to September 27, 1980, covering 348 employees, settled at the bargaining stage and ratified in November, 1980. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 27/80	Sept. 27/81
Average		5% for Engineering	9% for Engineering
Increases		Sub-Group; 9% for all others	Sub-Group; 4.5% for all others
Additional Adjustment		Some restructuring adjustments to Administrative Services 1 and 2	
CS - Level 1		\$14,217-\$24,108 (\$13,043-\$22,117)	\$14,857-\$25,193
CS - Level 5		\$38,325-\$42,492 (\$36,851-\$40,858)	\$39,092-\$43,342

Probationary period is 12 months. Increments are annual for CS-Level 5. For CS-Level 1 increments are semi-annual up to the eighth step and annual thereafter.

Paid Vacation: 5 weeks after 22 (25) years' service. For employees who have received or are entitled to receive furlough leave, 3 weeks after 20 years' service, 4 weeks after 22 years, and 5 weeks after 25 years (previously, 3 weeks between 20 and 25 years).

Bereavement Leave: Common-law spouse residing with the employee and a child of a common-law spouse are added for up to 4 days' paid leave to attend the funeral.

Maternity Leave: Employees not entitled to receive Unemployment Insurance benefits and employees subject to a 2-week waiting period before receiving benefits receive an allowance equivalent to 2 weeks' U.I.C. benefits (new).

Leave With Pay for Family Related Responsibilities (new): Up to one-half day to take a dependent family member for medical and dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for the temporary care of a sick family member, to a maximum of 5 days per year. 1 day for needs directly related to the adoption of a child and 1 day for male employees for needs directly related to the birth of his child.

CONSTRUCTION

Electrical Power Systems Construction Association, formerly Ontario Hydro, province-wide - Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1980 to April 30, 1982, covering 1,300 employees, settled at the post conciliation bargaining stage and ratified in November, 1980. Duration of negotiations - 20 months.

Wages:	Effective	May 1/80	May 21/80	May 1/81
	Increases	65¢	\$1.42	\$1.10
	<u>Lakeview and Pickering Projects</u>			
	Journeyman	\$13.20 (\$12.67)	\$14.35	\$15.26
	Welfare Fund	34¢ per hour (unchanged)	37¢	37¢
	Pension Plan	\$1.00 (94¢) per hour	\$1.10	\$1.20
	SUB Fund	10¢ (unchanged)	10¢	10¢
	<u>Bruce Project</u>			
	Journeyman	\$12.75 (\$12.16)	\$13.72	\$14.45
	Welfare Fund	45¢ per hour (unchanged)	45¢	45¢
	Pension Fund	40¢ per hour (unchanged)	70¢	\$1.00
	SUB Fund	10¢ per hour (unchanged)	15¢	15¢
	<u>Nanticoke Project</u>			
	Journeyman	\$13.12 (\$12.66)	\$14.45	\$15.44
	Welfare Fund	64¢ per hour (unchanged)	69¢	69¢
	Pension Fund	75¢	75¢	75¢
	<u>Thunder Bay and Atikokan Projects (new)</u>			
	Journeyman	\$12.31	\$13.43	\$14.43
	Welfare Fund	42¢	42¢	42¢
	Pension Fund	75¢ per hour	90¢	90¢

	<u>May 1/80</u>	<u>May 21/80</u>	<u>May 1/81</u>
<u>J. Clark Keith Project</u>			
Journeyman	\$12.38 (\$11.95)	\$13.65	\$14.65
Welfare Fund	72¢ (55¢) per hour	72¢	72¢
Pension Fund	83¢ per hour (unchanged)	83¢	83¢
<u>Darlington Project (new)</u>			
Journeyman	\$12.39	\$13.58	\$14.58
Welfare Fund	52¢ per hour	61¢	61¢
Pension Fund	52¢ per hour	62¢	62¢
SUB FUND	15¢ per hour	15¢	15¢

Training Funds: Effective November 17, 1980, employer pays 8¢ per hour worked to (All Projects) the National Training Fund. Employer pays 7¢ per hour to the Local Training Fund at Darlington, 5¢ per hour at Atikokan and Thunder Bay and 2¢ per hour at all other projects.

Board Allowance: \$26 (\$16) per day.

Travel Allowance: \$11 (\$8) per day.

Transportation Allowance: Employer pays \$16 to tradesman living between 97 and 161 radius kilometers from the project for their initial trip and return trip on termination of employment. Employees living beyond 161 radius kilometers receive 15¢ per radius kilometer plus travel time based on 1 hour's pay for each 80 radius kilometers to a maximum of 8 hours' pay. Tradesmen living outside Ontario and beyond 161 radius kilometers from the project receive the cost of public transportation plus travel time based on 1 hour's pay for each 80 radius kilometers to a maximum of 8 hours' pay.

December 1980 Settlement

METAL FABRICATING

Anchor Cap and Closure Corporation of Canada, Limited at Toronto and Plasticap Limited & Premier Plastics Limited at Richmond Hill - Locals 512 and 544, Electrical Workers (UE) (CLC): Two 26-month renewal agreements effective from November 15, 1980 to January 14, 1983, covering 310 employees, settled at the post conciliation bargaining stage and ratified in December, 1980. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 15/80</u>	<u>Nov. 15/81</u>
	General Increases	12%	9%
	Skilled Trades Adjustment	30¢	25¢
	Bench Packer	\$7.27 (\$6.24)	\$7.92
	Electrician Grades II	\$10.65 (\$8.99)	\$11.86
Cost of Living Allowance:	Effective in the second year, 1¢ per 0.35 point change in the Consumer Price Index - 1971=100, above the May 1981 base index month. To be adjusted and paid quarterly. Capped at 40¢. (Basic formula is unchanged. Previously, capped at 25¢.)		
Shift Premium (Anchor Cap):	0-28¢-33¢ (0-24¢-28¢). Effective November 15, 1981, 0-30¢-35¢.		
Continuous Shift Premium (Plastic Department):	28¢ (24¢) per hour for day shift hours worked on Saturday and Sunday plus 30¢ (20¢) per hour for day shift, second and third shift on Saturday plus 45¢ (35¢) per hour for day shift, second and third shifts on Sunday. Effective November 15, 1981, 40¢ per hour for Saturday work and 55¢ per hour for Sunday work.		
Call-In Pay:	8 hours' pay at straight time rates for a minimum of 4 hours worked between 12 a.m. and 5 a.m. (new).		
Paid Holidays:	Effective November 14, 1981, 1 additional floating holiday is added for a total of 14 days.		
Paid Vacation:	4 weeks after 10 (12) years' service and 6 weeks after 25 (27) years.		
Health and Welfare:	<u>Life Insurance</u> - \$14,000 (\$12,000) coverage. Effective November 15, 1981, \$16,000. <u>Weekly Indemnity</u> - Benefit increases to \$190 (\$165) per week. Effective November 15, 1981, \$210. <u>Dental Plan (new)</u> - Effective November 15, 1981, employer pays 100% of premium costs for a plan providing 80% coverage of Class I expenses and 50% of Class II. Maximum benefit is \$1,000 per year and \$5,000 per lifetime. \$100 deductible per person per year. Maximum, \$1,000 per person orthodontic coverage.		
Pension Plan:	<u>Basic Benefit</u> - \$9 (\$8) per month per year of service. Effective November 15, 1981, \$10.		
Prescription Safety Glasses:	Employer contributes \$25 (\$20) per year.		
Safety Shoe Allowance:	Employer contributes \$30 (\$25) for 1 pair per year.		

January 1981 Settlements

TEXTILE

The Cambridge Towel Corporation and Elco Kitchen Products Limited at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1980 to October 31, 1982, covering 228 employees, settled at the conciliation officer stage and ratified in January, 1981. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 1/80</u>	<u>May 1/81</u>
	General Increases	30¢	15¢
	General Help	\$4.30 (\$4.00)	\$4.45
	Electrician Class 1	\$7.50 (\$7.20)	\$7.65
	Effective	<u>Nov. 1/81</u>	<u>May 1/82</u>
	General Increases	22¢	23¢
	General Help	\$4.67	\$4.90
	Electrician Class 1	\$7.87	\$8.10

Vacation Pay: 10% (9%) after 20 years' service and 12% (11%) after 25 years.

Crown Witness Pay (new): Employer pays the difference between fees received and regular salary.

Health and Welfare: OHIP - Effective November 1, 1981, employer pays 60% (50%) of premium costs.

Weekly Indemnity - Maximum benefit increases to \$160 (\$133) per week.

Extended Health Care - Plan provides 100% (80%) coverage for drugs, eyeglasses (new) and all other covered expenses. Maximum claim for eyeglasses is \$60 every two years. (Previously, a separate plan provided 50% of the cost of eyeglasses with standard frames.)

TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Windsor, Ajax and Etobicoke - Locals 444, 1090 and 1459, Auto Workers (CLC) (6,400 active hourly employees): Revisions to current agreement terminating September 14, 1982 (previously reported in the November 1979 Settlements Report on pages 645-650), ratified January 1981 by the combined Canadian/United States membership.

An additional 4,000 hourly rated employees are on indefinite lay-off. Negotiations affecting some 370 parts depots employee across Canada have not yet been completed. The revisions shown below also apply to the agreement covering 450 salaried employees at Windsor, Ajax and Etobicoke.

Earlier Concessions/U.S. Employees Only - "Special Provisions" dated January 5, 1980 called for the elimination of all Paid Personal Holidays except 3 in 1982, the cancellation of the December Sunday Bonus in 1980 and the deferment of the last two wage improvement factor increases.

Revisions reported below apply to both Canadian and American employees.

Wages:

Original Schedule (Prior to Revisions)

Effective	<u>Sept. 17/79</u>	<u>Mar. 17/80</u>	<u>Dec. 1/80</u>
General Increases		3%*	
COLA Fold-in (from previous agreement)			\$1.32
COLA "Travel"	24¢		
<u>Job Rates</u>			
Major Assembler	\$7.53 (\$7.29)	\$7.75	\$9.08
Toolmaker	\$9.54 (\$9.30)	\$9.82	\$11.14

Effective	<u>Jan. 19/81</u>	<u>Nov. 16/81</u>
General Increases	3%	3%
<u>Job Rates</u>		
Major Assembler	\$9.34	\$9.62
Toolmaker	\$11.47	\$11.81

*Applies against rates in effect prior to COLA "Travel" Fold-in.

Revision to Above Wage Grid - Rates frozen at the December 1, 1980 level for the remainder of the agreement and cancellation of general increases scheduled for January 19, 1981 and November 16, 1981. (In the U.S., these increases were earlier deferred to March 16, 1981 and March 1, 1982.)

Cost of Living
Allowance:

Allowance Prior to Revision

Effective November 30, 1980, \$2.31 COLA was floating. Amount included \$1.37 from the previous agreement. Effective December

1, 1980, fold-in \$1.32 of above, leaving a float of 99¢. Early December Adjustment - Add 26¢ for a new total float of \$1.15.

Revision - Effective March 1, 1981, eliminate the \$1.15 COLA float and cancel all future adjustments.

Paid Lunch Time: Increase of 20 (15) minutes effective September 21, 1981 for employees who work on full-time, three shifts per day operations, will not be made.

Paid Personal Holidays: Originally 20 days - 9 in 1981 and 11 in 1982. Cancel the 19 days remaining. (For American employees cancel the 3 days remaining.)

Pension Plan: Basic Monthly Benefits for Present and Future Retirees - Increases effective August 1, 1981, will become effective January 1, 1982 together with the increases scheduled for that date. Increases effective October 1, 1981 will not be made except for the 50¢ increase in the special benefit. Pension improvements to become effective after January 1, 1982, will not be made.

Paid Educational Leave (Canada): Scheduled contributions, will not be made.

Profit Sharing: The company and union are to negotiate a profit sharing plan. Negotiations to be completed within 120 days. Implementation will be subject to all necessary governmental approvals.

TRANSPORTATION

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279, Transit Union (AFL-CIO/CLC) (1,500 bus operators, mechanics and maintenance employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982 settled at the bargaining stage and ratified in January, 1981. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82
	General Increases	10.5%	9.5%
	Trades Adjustment		50¢
	Operator	\$9.70 (\$8.78)	\$10.62
	Mechanic B	\$10.95 (\$9.91)	\$11.99

Hours of Work: 40 per week (unchanged).

Shift Premium (new): 0-20¢-20¢ for equipment department mechanics. Effective January 1, 1982, 0-25¢-25¢.

Paid Holidays: 11 (unchanged).

Paid Vacation: 4 weeks after 8 (10) years' service. 3 weeks after 1 year, 5 weeks after 18 years and 6 weeks after 29 years (all unchanged).

Health and Welfare: Dental, optical and hearing aid plan, and long term disability coverage for drivers and maintenance staff (new). Details unavailable at time of publication.

HEALTH AND WELFARE

Canadian Red Cross Society, Blood Transfusion Service at Hamilton, London, Ottawa and

Toronto - Employee's Association (Ind.): A 23-month renewal agreement effective from January 28, 1981 to December 31, 1982, with wages retroactive to January 1, 1981, covering 225 employees, settled at bargaining stage and ratified in January, 1981. Duration of negotiations - 2 months.

Wages	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	14%	10%

Weekly Rates

Clerk Typist	\$228.994-\$263.464 (\$200.872-\$231.109)	\$251.893-289.810
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Stores Accountant	\$260.318-\$300.149 (\$228.349-\$263.289)	\$286.350-\$330.164
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July 1/82

General Increase	4%
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Weekly Rates

Clerk Typist	\$261.969-\$301.401
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Stores Accountant	\$297.803-\$343.371
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Probationary period is 2 months. Maximum rate for Clerk Typist is reached after 4 annual increases and for Stores Accountant after 5 annual increases.

Acting Pay Premiums: \$2.50 (\$2.00) per day for a Laboratory Helper performing RIA duties. \$3.50 (\$3.00) per day for a Clinic Assistant acting as Clinic Technician, and a Clerk Typist performing secretarial duties for any Medical Director or Ph.D. \$12.00 (\$10.00) per day for a Transport Driver who drives a Mobile Lab.

Bereavement Leave: Aunt and uncle are added for 1 day's paid leave to attend the funeral.

Special Leave: Maximum 22 1/2 hours per year (new) to attend medical, dental and legal appointments.

Meal Allowance: \$5.75 (\$5.25) for lunch and \$7.75 (\$7.25) for dinner for employees on mobile clinic assignments outside the city limits.

Uniform Allowance: \$60 (\$50) per year for boots and gloves for Clinic Assistants and Drivers.

Negotiations in Progress during February 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
CF Canada Ltd. (Carter Car-buretor Div.), Bramalea	Machinists (AFL-CIO/CLC)	210	B
E.L. Microtel Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	600	B
Grow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	850	B
Ilific Restaurants Ltd. (Toronto Dominion Centre), Toronto	Hotel Employees (AFL-CIO/CLC) (service empls.)	200	CO
ots Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	CO
inks Canada Ltd., Toronto	Teamsters (Ind.)	200	B
Canada Starch Co. Ltd. Cardinal	Retail, Wholesale Employees (AFL-CIO/CLC)	350	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	280	B
Canadian A.S.E. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	PCB
Canadian Blower/Canada Pumps Ltd., Kitchener	Steelworkers (AFL-CIO/CLC)	260	CO
Canadian Cannery Ltd., Burlington	Machinists (AFL-CIO/CLC)	202	CO
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	200	B
Canadian Chromalox Co. Ltd., Toronto	Auto Workers (CLC)	525	B
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	330	CO
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	368	B
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	210	CO
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Chelton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	MED

*For definition of codes see page 117

**Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Carleton Board of Education	Ont. Secondary School Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	995	ME
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	AF
A.R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL- CIO/CLC)	250	CO
Consolidated-Bathurst Packaging Ltd., Hamilton and Whitby	Woodworkers (AFL-CIO/CLC)	350	ME
Consolidated-Bathurst Packaging Ltd., St. Thomas and Toronto	Woodworkers (AFL-CIO/CLC)	325	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	570	B
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	360	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	580	B
Domglas Inc., Hamilton	Glass and Ceramic Workers (AFL-CIO/ CLC)	850	B
Dominion Bridge Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	343	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	250	CO
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	210	B
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
Domtar Inc., (Domtar Chemical Group, Sifto (R) Salt Div.), Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls., shipping and warehousemen)	214	B
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	403	MED/
Dow Chemical of Canada Ltd., Sarnia	Energy and Chemical Workers (CLC)	820	B
Duplate Canada Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly rated empls.)	740	CO
Dupont of Canada Ltd., Maitland	Energy and Chemical Workers (CLC)	600	B
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	450	B
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	B

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
sex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	MED
obicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
obicoke General Hospital	Ont. Nurses' Assn. (Ind.)	222	B
olon Co. of Canada Ltd. Thorold	Energy and Chemical Workers (CLC)	234	MED/WS
ntendicare Ltd. and other nursing care homes, Toronto and other centres)	Service Employees (AFL-CIO/CLC) (non-medical full-time empls.)	1,740	B
lderal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	237	CO
rranti-Packard Ltd., (St. Catharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	248	B
ohn Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	600	B
ur Seasons Hotel, Toronto	Laundry Workers (CLC) (service and maintenance empls.)	250	CO
ontenac County Board of Education	CUPE (CLC)	240	CO
overnment of Canada (Treasury Board)**	Professional Assn. of Foreign Service Officers (Ind.)	950	B
lf Canada Ltd., Clarkson Refinery, Mississauga	Energy and Chemical Workers (AFL-CIO/CLC)	499	B
hilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	B
hilton City Corp.	CUPE (CLC) (inside empls.)	490	B
hilton City Corp.	CUPE (CLC) (outside empls.)	500	B
hilton City Corp.	Fire Fighters (AFL-CIO/CLC)	412	B
hilton-Wentworth Regional Municipality	CUPE (CLC) (office, clerical and technical empls.)	344	B
nd Assn. of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO/CLC)	500	B
rding Carpets Ltd., Collingwood	Clothing and Textile Workers (AFL-CIO/CLC)	400	MED/WS

*Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	M
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	228	E
Holmes Foundry (Foundry Div.), Sarnia	Auto Workers (CLC) (production, maintenance and service empls.)	200	E
Honeywell Ltd./Ltee., Scarborough	Auto Workers (CLC) (hourly rated empls.)	635	E
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	475	C
I-T-E Industries Ltd. (Mississauga Operation)	Cdn. Operating Engineers (CCU)	260	C
Interbake Foods Ltd., London	Millers (AFL-CIO/CLC)	750	
Kelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	200	C
Kingston City Corp.	CUPE (CLC)	300	E
Kitchener City Corp. (Works, Parks and Recreation)	CUPE (CLC)	260	E
L.O.F. Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	226	C
Lancia Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	240	F
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	M
Liberty Furniture Ind. Ltd., Vaughan Twp. and Toronto	Steelworkers (AFL-CIO/CLC)	200	F
Lincoln County Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	363	
Lincoln County Board of Education	CUPE (CLC) (office empls.)	218	
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	215	

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
London City Corp.	CUPE (CLC) (inside and outside empls.)	910	C0
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300	B
London City Police Force	Police Assn. (Ind.)	457	B
Maritime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Com- mission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	780	B
Metropolitan Board of Commission- ers of Police, Toronto	Police Assn. (Ind.) (office empls.)	610	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	B
Metropolitan Toronto Separate School Board	CUPE (CLC) (maintenance services and plant operations empls.)	750	MED
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	C0
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	285	B
National Grocers Co. Ltd., Inter-city	Teamsters (Ind.) (drivers, maintenance men and warehousemen)	382	B
National Research Council of Canada, Ottawa**	Employees' Assn. (Ind.) (clerical empls.)	377	B
Petrol (Canada) Ltd., Chesterville	Retail, Wholesale Employees (AFL- CIO/CLC)	278	B
Powell Steel Ltd., Oakville St. Catharines, Stoney Creek and Sudbury	Steelworkers (AFL-CIO/CLC)	200	MED
Quebec Regional Board of Commissioners of Police	Police Assn. (Ind.)	675	B
Quebec Regional Municipality	CUPE (CLC)	452	C0
Quebec South Board of Education	CUPE (CLC)	430	B
Quebec South Board of Education	Employees' Assn. (Ind.)	200	B
Normick Inc. (Cochrane Div.), Cochrane	Carpenters (AFL-CIO/CLC)	275	B

*Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
North Bay City Corp.	CUPE (CLC)	220	B
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Internes and Residents of Ont. (PAIRO) (Ind.)	2,600	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	ARB
Ontario Government	Ont. Provincial Police Assn. (Ind.)	4,000	B
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	MD
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,785	MD
Ontario Government	OPSEU (NUPGE) (CLC) (general opera- tional services category)	4,455	MD
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,200	B
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,400	MD
Ontario Government	OPSEU (NUPGE) (CLC) (technical ser- vices category)	5,275	MD
Ontario Jockey Club (Standard- bred Div.), province-wide	Service Employees (AFL-CIO/CLC)	285	B
Ontario Produce Co. Ltd. (Ont. Food Div. of Oshawa Group Ltd.) Malton and Toronto	Teamsters (Ind.)	370	B
Oshawa City Corp.	CUPE (CLC) (office, technical and clerical empls.)	230	C
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	B
Ottawa Board of Education	Employees' Assn. (Ind.) (main- tenance, services and plant opera- tions empls.)	815	B

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	540	B
Ottawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	ARB
Ottawa Ready Mix	Teamsters (Ind.)	300	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	355	PFB
Pilco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC) (production empls.)	600	CO
Phillips Electronics Ltd. (Strathroy Furniture), Strathroy	Christian Labour Assn. (Ind.)	200	B
Pescott - Russell County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	PMB
Property Management Services Organization	Labourers (AFL-CIO/CLC)	200	PCB
Pretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	225	CO
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	330	B
Riversdale Hospital, Toronto	CUPE (CLC) (professional empls.)	200	B
Riverside Hospital, Ottawa	Cdn. Operating Engineers (CCU)	200	B
Riverside Yarns, Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	290	B
Rhmanns of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	484	MED/WS
Rivtree, MacIntosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	750	B

Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont.)

Employer and Location	Union	No. of Empls.	No. of Sa
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	
St. Catharines City Corp. (Arena, City Hall, Parks, Recreation and Works Dept.)	CUPE (CLC)	210	
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (paramedical empls.)	1,830	
St. Lawrence Cement, Mississauga	Cement Workers (AFL-CIO/CLC)	220	
St. Vincent Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/ CLC)	400	
Sangamo Canada (Div. of Schlumberger), Toronto	Machinists (AFL-CIO/CLC) (plant empls.)	560	
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	424	
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	
Sheraton Centre and other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,500	
Silverwood Dairies (Bathurst and 401 Branches), London	Teamsters (Ind.)	215	
Sklar Furniture Ltd., Whitby	Upholsterers (AFL-CIO/CLC) (hourly rated empls.)	625	
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,060	
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	
Supreme Aluminum Industries Ltd., Pickering and Toronto	Employees' Assn. (Ind.)	250	
Toronto Board of Education	Ont. Secondary School Teachers' Fed.	2,760	
Toronto General Hospital and 128 other hospitals, province- wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	
Toronto Metropolitan Catholic Children's Aid Society	CUPE (CLC)	202	

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Transit Windsor	Transit Union (AFL-CIO/CLC)	200	C0
St. John's-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Dochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	ARB
Union Carbide Canada Ltd. (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC)	570	B
Witog Ltd., Pembroke	Textile Workers (AFL-CIO/CLC)	250	C0
University Hospital, London	Service Employees (AFL-CIO/CLC)	350	C0
University of Ottawa	University Professors (Ind.)	850	B
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	B
Waggoner Colonial Ltd., Ottawa, Toronto and other centres**	Railway, Transport and General Workers (CLC)	436	C0
Waco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	300	B
Waterloo Regional Police Force	Police Assn. (Ind.)	436	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	1,600	B
Weston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	400	C0
Windsor City Corp.	CUPE (CLC) (inside empls.)	540	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
Windsor City Corp. (Public Works, Parks and Recreation Dept.)	CUPE (CLC)	380	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	358	C0
Winnipeg Wood Co., Toronto	Auto Workers (CLC) (production, maintenance and shipping empls.)	264	B
Winkborough Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	482	F
Winkborough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	B
Wink County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	C0

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne Stg
York Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	625	
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	300	
York University, Toronto	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	950	
Zehr's Markets (Div. of Zehrmart Ltd.) Guelph	Food and Commercial Workers (AFL-CIO/CLC)	400	
<u>More Than One Province</u>			
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals (plant empls.)	1,400	
Bell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	540	
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services (div.))	1,250	
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	505	
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,110	
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	
CP Air, system-wide**	Air Line Flight Attendants (CLC)	950	
CP Air, system-wide**	Air Line Pilots (Ind.)	700	
Government of Canada (Treasury Board)**	Air Traffic Control (Ind.)	2,170	

**Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,225	B
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,000	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory empls.)	1,100	B
Government of Canada (Treasury Board)**	Letter Carriers (CLC)	19,575	CB
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,295	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (computer systems administration group)	2,095	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administration services group)	5,715	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada	PSAC (CLC) (data processing group)	3,025	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B

*Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	No. of Str.
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, technical inspection and social science support groups)	5,135	
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,705	
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	21,710	
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	
Government of Canada (Treasury Board)**	PSAC (CLC) (radio operations group)	1,155	
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	14,500	
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,690	
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,500	
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (drivers, terminal and garage empls.)	1,050	
Provost Cartage, Que. and Ont.**	Employees' Assn. (Ind.)	650	
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	

**Federal jurisdiction

Negotiations in Progress during February 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
o-Security Motorways Ltd., nt., Man., Sask. and Alta.**	Teamsters (Ind.)	700	B
per Lakes Shipping, Great akes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	B
air Canada, system-wide	Air Line Flight Attendants (CLC)	605	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations
indicates that the existing contract has
been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1981

Employer and Location	Union	No Em
ACF Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	
American Can of Canada Ltd., Hamilton and Simcoe	CLC - Directly chartered (plant empls.)	
Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	
Atlific Restaurants Ltd. (Toronto Dominion Centre), Toronto	Hotel Employees (AFL-CIO/CLC)	
Baycrest Hospital Jewish Home for the Aged, Toronto	Service Employees (AFL-CIO/CLC)	
Belleville General Hospital	Service Employees (AFL-CIO/CLC)	
Bestview Holdings Ltd., Intercity	Christian Labour Assn. (Ind.)	
Brantford General Hospital	Service Employees (AFL-CIO/CLC)	
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	
Chelsey Park Nursing Home, Intercity	Service Employees (AFL-CIO/CLC)	
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	
Domglas Inc., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	
Dominion Bridge Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	
Domtar Inc. (Domtar Chemical Group, Sifton (R) Salt Div.), Goderich	Energy and Chemical Workers (CLC)	
Duplate Canada Ltd., Hawkesbury and Oshawa	Auto Workers (CLC) (hourly rated empls.)	
Etobicoke General Hospital	Service Employees (AFL-CIO/CLC)	
Extendicare Ltd., province- wide	Service Employees (AFL-CIO/CLC) (non medical full-time empls.)	

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Wm Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	600
Four Seasons Hotel, Toronto	Laundry Workers (CLC)	250
Water Niagara General Hospital	Service Employees (AFL-CIO/CLC)	280
James Foundry (Foundry Div.), Windsor	Auto Workers (CLC)	200
Seer Detergents Ltd., Toronto	Teamsters (Ind.)	430
MacMillan Bloedel, Pembroke	Woodworkers (AFL-CIO/CLC)	220
McEldar General Hospital, Thunder Bay	Service Employees (AFL-CIO/CLC)	201
St. John's Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	200
Mont Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC)	299
National Grocers Co. Ltd., Windsor	Teamsters (Ind.)	382
National Research Council of Canada, Ottawa	Research Council Employees (Ind.)	288
Norfolk Hospital Assn., Simcoe	Service Employees (AFL-CIO/CLC)	200
Ontario Government	OPSEU (NUPGE) (CLC) (institutional care category)	6,200
Ontario Produce Co. Ltd., Ontario Food Div. of Oshawa Group Ltd.), Toronto and Windsor	Teamsters (Ind.)	370
Ontario Provincial Police Force, Province-wide	Ont. Provincial Police Assn. (Ind.)	4,000
Oshawa City Corp. (Public Works)	CUPE (CLC)	226
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	815
Ottawa Board of Education	CUPE (CLC)	500
Ottawa Civic Hospital	CUPE (CLC)	225
Queen's Memorial Hospital, Brampton	Service Employees (AFL-CIO/CLC)	375

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1981 (Cont'd)

Employer and Location	Union	No Emp
Riverside Hospital, Ottawa	Cdn. Operating Engineers (CCU)	
Royal Victoria Hospital, Barrie	Service Employees (AFL-CIO/CLC)	
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	
South Waterloo Memorial Hospital, Cambridge	Service Employees (AFL-CIO/CLC)	
St. Catharines General Hospital	Service Employees (AFL-CIO/CLC)	
St. Joseph's Health Centre, Toronto	Service Employees (AFL-CIO/CLC)	
St. Joseph's Hospital, London	Service Employees (AFL-CIO/CLC)	
St. Mary's General Hospital, Kitchener	Service Employees (AFL-CIO/CLC)	
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees (AFL-CIO/CLC) (part-time empls.)	
St. Thomas-Elgin General Hospital, St. Thomas	Service Employees (AFL-CIO/CLC) (full-time empls.)	
St. Vincent Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CLC)	
Standard-Modern Tool Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	
Sunbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	
Sunnybrook Hospital, Toronto	Service Employees (AFL-CIO/CLC)	
Supreme Aluminum Industries Ltd., Toronto and Pickering	Employees' Assn. (Ind.)	
Toronto East General and Ortho- paedic Hospital	Service Employees Intl. (AFL-CIO/CLC)	
Treasury Board of Canada, province-wide	Professional Institute (PIPS) (Ind.) (computer systems administration group)	17
Treasury Board of Canada, province-wide	Public Service Alliance of Canada (PSAC) (CLC) (correctional group, supervisory and non-supervisory empls.)	

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in March 1981

Employer and Location	Union	No. of Empls.
Treasury Board of Canada, province-wide	Professional Assn. of Foreign Officers (Ind.) (foreign service group)	980
Union Carbide Canada Ltd. (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC)	570
University Hospital, London	Service Employees (AFL-CIO/CLC)	350
Upper Lakes Shipping, Great Lakes and St. Lawrence	Railway, Transport and General Workers (CLC) (uncertified personnel)	525
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (full-time non-medical empls.)	1,063
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (part-time non-medical empls.)	301
Victoria Hospital Corp., London	Service Employees (AFL-CIO/CLC) (registered nursing assistants)	244
Welland County General Hospital	Service Employees (AFL-CIO/CLC)	240
Wilkesley Hospital, Toronto	Service Employees (AFL-CIO/CLC)	300
West Park Hospital, Toronto	Service Employees (AFL-CIO/CLC)	214
John Wood Co., Toronto	Auto Workers (CLC)	264
York County Hospital, Newmarket	Service Employees (AFL-CIO/CLC)	250

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& TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
March 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in March 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in April 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

April 29, 1981

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Highlights

Glass Workers Settlement. The first 1981 collective agreement in the Ontario glass container industry was negotiated between Domglas Inc. and Local 203 of the United Glass and Ceramic Workers (UGCW) representing 700 production and warehouse employees at the company's operations in the Hamilton area. The union usually adopts a pattern-bargaining strategy and coordinates a common front for contract negotiations at the company's seven plants across Canada, of which two are located in Ontario. All present Domglas-UGCW agreements expire within the same year, with the earliest ending at the end of February and March in Montreal and Hamilton, respectively.

Initial bargaining proposals of the Hamilton local included general wage increases of 15 per cent in each year of a two-year deal plus a cost-of-living allowance similar to that provided last year at the Domglas plant in Brampton. However, the union lowered its demand to 12 per cent per year in response to a company offer of a three-year pact with annual increases of 10, 9 and 9 per cent with COLA in the final two years. Wages and some other monetary issues were the only issues in contention, as the parties resolved most of the non-monetary issues at the early stages of direct talks.

The eventual settlement was concluded in mediation and was ratified on March 27, one day prior to the expiry date of the last contract. The three-year agreement provided a general wage increase of 12 per cent in the first year and a further 10 per cent plus a COLA triggered at the wage adjustment level in each of the remaining two years. The new contract also included hourly rate adjustments of 10 cents to some job categories and 40 cents for skilled tradesmen. Other benefit gains consisted of higher shift and machine premiums, shorter service requirements for four and five weeks of paid vacations, increased meal, safety glasses and shoe allowances, as well as some improvements in welfare and pension plans.

The Domglas agreement is expected to serve as a settlement model for the remaining five major UGCW plant units in Ontario with over 3,100 members covered by contracts due in the second half of 1981. The current two-year contracts are scheduled to expire on June 1 at Pilkington Glass in Toronto; June 19 at Consumers Glass operations in Toronto and Brampton; July 25 at Libbey-St. Clair in Wallaceburg; September 30 at PPG Industries in Owen Sound and on December 30 at Domglas in Brampton.

Construction Industry Settlements. The 1980 Ontario-wide negotiations in the industrial, commercial and institutional sector (ICI) of the construction industry produced 25 separate single-trade agreements affecting almost 90,000 tradesmen represented by 14 unions. All but one of the settlements resulted in two-year agreements providing average wage and benefit increases ranging from just under \$2.00 to about \$2.50 per hour, with the higher figure won by the higher skilled trades such as electricians, plumbers and sheet metal workers. The overall annual increases in these agreements amounted to about 8 per cent and were nearly 2 per cent higher than those agreed to under the previous two-year pacts which expired April 30, 1980. The only agreement not yet finalized involves some 300 steeplejack masons (Plasterers' Local 172), who received an interim increase of 6 per cent while awaiting a decision on the certification of their new bargaining agent.

The current round of bargaining was eventually concluded with the March settlement for asbestos mechanics involved in construction maintenance work. Initially, the separate negotiations were prolonged by the hesitation of the participating employer agencies and trade unions to arrive at a first agreement that might have established a pattern for other groups. Also, as was the case in the previous round of bargaining, the final acceptance of new settlements was delayed by discussions dealing with the distribution of ratified wage package increases among the individual locals and over the two year term.

Of the 24 ICI agreements finalized during the past 12 months, eleven were settled in direct bargaining, three were reached either at the conciliation or post-conciliation stage, seven were concluded with the help of provincial mediators and the remaining three were finalized in post-mediation bargaining. Five of the latter ten settlements involved work stoppages, only one of which lasted beyond 3 weeks. The strikes involved 12,000 plumbers and pipefitters who walked off the job May 22, 1980 for one to four days depending on the area; 1,000 terrazzo and tile workers (3 weeks starting June 12); 12,000 carpenters (3 weeks starting June 16); 4,000 bricklayers (4 days starting June 26); and 1,200 asbestos mechanics, who stayed off work from June 23 to September 13 (10 weeks). In two of the disputes, the sources of the stalemate were the employers' demands for changes in the hiring hall procedures and worker mobility formulas, while the unions were attempting to maintain the existing provisions (plumbers and carpenters). Apart from resisting the proposed changes, the carpenters were seeking increases comparable to those won earlier by mechanical trades and also opposed the suggested staging of increases. The timing of increases surfaced as one of the key issues in several other sets of negotiations and contributed to the bricklayers' and terrazzo and tile workers' walkouts. Other major disputed issues included working conditions, recall provisions, employer contributions to a joint trust fund for apprentice training, travel and mileage allowances, and room-and-board provisions for out-of-town work (plumbers and asbestos mechanics).

On the issue of worker mobility, most of the unions were able to withstand employer pressures for more flexibility in moving key workers into jobs across the province and to standardize hiring hall procedures. However, in some instances a compromise solution was reached with the unions agreeing to discuss the manpower needs with individual contractors before the start of any new project in order to reach an arrangement satisfactory to both sides.

In the majority of the ICI negotiations concluded without strike action, monetary gains overshadowed the other issues. The various unions were seeking equal increases in wages, rather than an equalization in wage rates among the different trades. Their initial proposals included increases in wages and benefits of up to \$4 per hour over two years, while the employers' offers were around or below \$2 per hour for the same period. The parties' bargaining positions were greatly influenced by generally high unemployment in the industry, and by various market pressures, such as very high level of mortgage rates, increasing energy costs and declines in personal incomes. The market factors contributed to a severe construction slump in the residential sector, but there were considerable regional differences. In some areas of the province construction was booming because of the start of major projects in the ICI sector.

The ICI negotiations were conducted for the second time under Bill 22⁽¹⁾ which in late 1977 imposed provincial bargaining for Ontario's 25 building trades. The bill was amended prior to the 1980 round of talks to provide for the extension of bargaining rights, a demand the unions had fought for in 1978 and one which they identified as a possible strike issue for 1980 negotiations. The amendment, known as Bill 204, also included a ban on selective strikes and lockouts, as well as a 30-day limit on the ratification of new settlements. Passing of the bill facilitated the removal from the union bargaining agenda of the contentious non-affiliation clauses designed to preserve work for the international trade unions.

The first trades to ratify new agreements included 1,200 plasterers and 1,500 cement masons, who accepted two-year wage and benefits increases totalling \$1.70 and \$1.75 per hour, respectively. These two trades were followed by the operating engineers (2,600), painters (3,335) and roofers (1,400) who in early May reached tentative settlements providing total increases of \$1.98 per hour. While the engineers and painters ratified their settlements, the roofers rejected theirs because a few days later 5,000 sheet metal workers gained an increase of \$2.50 per hour paid in three stages over two years. The sheet metal contractors decided to exceed the \$2 settlement guideline set out by the trade employers co-ordinating council, following a late April agreement between the Ontario Refrigeration and Air-Conditioning Contractors Association and Local 787 of the Plumbers Union. Under the new terms, the 885 refrigeration mechanics received a wage-benefit package increase of \$2.80 per hour, with a split of \$1.30 in the first year and \$1.50 in the second year. The contract, however, called for a reduction in overtime payments for service work from a double-time rate to time-and-a-half.

The \$2.50 settlement with the sheet metal workers eventually set the pace for agreements with other mechanical and related trades, while the \$1.98 figure won by the operating engineers was used to determine the size of increases for the remaining non-mechanical trades. Among those trades that approved wage-benefit increases in the \$2.45 to \$2.55 range were asbestos mechanics; bricklayers and terrazzo, tile and marble workers; boilermakers; carpenters, lathers and millwrights; elevator constructors; plumbers; sprinkler fitters; structural iron workers and rodmen. The roofers finally accepted a total increase of \$2.00 per hour, but in two equal installments. The first increase of \$1.00 per hour was made retroactive to May 1, 1980, while the contract they initially rejected would have spread the money gains over three dates with less coming in the first stage. Of the remaining non-mechanical trades, the 16,300 labourers (including construction and precast concrete workers) and 500 on-site teamsters accepted increases of \$1.90 and \$1.98 per hour, respectively. Finally, the glaziers in the Toronto area received a package increase of \$2.30 per hour over two years. In other regions of the province, the Architectural Glass and Metal contractors agreed to grant local glaziers four additional adjustments ranging from 7 to 76 cents per hour each commencing May 1, 1981, in order to equalize base rates over the next four years and bring them within 80 per cent of those paid in Toronto.

⁽¹⁾ The Labour Relations Amendment Act, October 25, 1977.

The negotiated increases varied from 12 per cent for plasterers to about 20 per cent for terrazzo and tile workers, while the majority of the 24 agreements provided increases averaging between 15 and 17 per cent when compounded over the two-year term. Only a small fraction of the negotiated wage package increases was used to improve the existing fringe benefits. The most commonly negotiated benefit changes related to employer contributions to health and welfare, pension, training and other trusteed funds, vacation payments, and subsistence and travelling allowances.

Although the recent ICI contract negotiations generally progressed in an orderly and peaceful manner, several unions have expressed dissatisfaction with the provincial bargaining and voting system. They claimed that the existing law does not allow sufficient negotiations on local issues. The unions' concerns were discussed at last fall's annual convention of the Provincial Building and Construction Trades Council of Ontario. In consequence, a majority of delegates voted for repeal of the four-year-old legislation, even though the resolution committee had recommended otherwise. Another area of concern for the Council is the growing number of jurisdictional disputes in the province. Compounding the problem are technological advancements, which may create further jurisdictional conflicts. To deal with the various problems within the industry the council plans to start working more closely with the local building trades councils, as well as with the Construction Employers Coordinating Council of Ontario. The provincial trades council also favors having a representative included on the Construction Industry Review Panel.

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FOOD AND BEVERAGE

Nestle Enterprises Limited, Nestle Division, formerly Nestle (Canada) Ltd. at Chesterville - Local 488, Retail, Wholesale Employees (AFL-CIO/CLC): A 34-month renewal agreement effective from March 28, 1981 to January 31, 1984, with wages retroactive to February 1, 1981, covering 278 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/81</u>	<u>Feb. 1/82</u>	<u>Feb. 1/83</u>
	COLA Fold-in	25¢		
	General Increases	14%	10%	10%
	General Labour	\$8.20 (\$6.94)	\$9.02	\$9.92
	Engineer - 3rd Class	\$9.38 (\$7.98)	\$10.32	\$11.35

Cost of Living Allowance: Effective February 1, 1982, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, above the January 1982 base index month. Payable quarterly as a lump sum payment. Capped at 25¢ in the second year of contract only. No cap in the third year. Effective February 1, 1983, uses the January 1983 CPI as the base index. (Previously, triggered at 5% above the January, 1980 CPI. Capped at 25¢).

Shift Premium: Effective February 1, 1981, 0-36¢-36¢ (0-32¢-32¢). Effective February 1, 1982, 0-38¢-38¢. Effective February 1, 1983, 0-40¢-40¢.

Paid Holidays: 1 new floater holiday is added for a total of 12 (11) days. Effective February 2, 1982, 1 more floater is added for a total of 13 days.

Paid Vacation: 6 weeks after 30 years' service (new).

Health and Welfare: Life Insurance - \$10,000 (\$5,000) coverage. Effective February 1, 1982, \$12,500. Effective February 1, 1983, \$15,000.

Weekly Indemnity - Payable on a 1-1-4-52 (1-4-52) basis. First day coverage if hospitalized is added.

Long Term Disability - Details to be negotiated.

Drug Plan (new) - Employer pays 100% of premium costs. Deductibles are \$10 single and \$25 family.

Meal Allowance: \$2.50 (\$2). Effective February 1, 1982, \$3. Effective February 1, 1983, \$3.50.

Safety Shoe Allowance (new): Employer pays a maximum of \$25 once every 12 months.

TEXTILE

Firestone Textiles Co., a Division of Firestone Canada Inc. at Woodstock - Local 115, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 16, 1980 to December 15, 1983, covering 245 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 16/80</u>	<u>Dec. 13/81</u>	<u>Dec. 19/82</u>
General Increases		6%	4%	5%
COLA Fold-in			26¢	
Skilled Trades Adjustments		25¢		25¢
Additional Adjustments	Some classification adjustments			
Reclaim-Utility		\$5.04 (\$4.75)	\$5.51	\$5.79
General Maintenance, Category M-2BII, Plants Nos. 2 and 3		\$8.01 (\$7.23)	\$8.60	\$9.28
Cost of Living Allowance:	36¢ allowance was generated under the previous agreement. 10¢ is used to defray the costs of agreed benefits in the first year and 26¢ is folded into wages December 13, 1981.			
	1¢ per 0.45 rise in the Consumer Price Index - 1971=100, above the base of 227.0 in the first year, 250.0 in the second year and 280.0 in the third year. Capped at 40¢, 50¢ and 50¢, respectively. Adjusted and payable quarterly, in a lump sum. (Previously, 3¢ per 1% rise in the CPI - 1971=100. Capped at 50¢. Adjusted quarterly.)			
Shift Premium:	0-17¢-21¢ (0-14¢-18¢). 25.3¢ (21.3¢) for employees working 12-hour night shifts.			
Acting Pay:	50¢ (25¢) per hour for Sub-Foreman rate.			
Paid Holidays:	1 floating day, to be replaced by Heritage Day if declared, is added for a total of 12 days.			
Paid Vacation:	3 weeks after 5(6) years' service, 4 weeks after 14 (16) years and 5 weeks after 23 (25) years.			
Vacation Pay:	5% after 3 (4) years' service, 6% after 5 (6) years, 7% after 8 (9) years, 8% after 14 (16) years, 10% after 23 (25) years and 11% (new) after 26 years.			
Bereavement Leave:	Spouse's grandparents are added for 1 day's paid leave to attend the funeral.			

Health and
Welfare:

Life Insurance - \$10,000 (\$8,000) coverage.

Life Insurance for Retirees - \$5,000 (\$4,000) coverage.

Weekly Indemnity - Benefit is 66 2/3% of gross weekly earnings to a maximum of \$189 (\$174) per week.

Vision Care Plan (new) - Maximum claim for eyeglasses is \$60 per person every 2 years.

Dental Plan - Rider #3 is added. Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan:

Basic Benefit - 62% (58%) of accumulated required contributions per year at normal retirement age.

Safety Shoe
Allowance:

Employer contributes \$30 for the first pair and \$10 for the second pair per year (previously, \$20 per year).

Riverside Yarns Limited at Cornwall - Local 2281, Clothing and Textile Workers (AFL-CIO/CLC) (Texturing Yarn Plant employees): A 22-month renewal agreement effective from March 20, 1981 to January 19, 1983, with wages retroactive to January 20, 1981, covering 290 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:

Effective	<u>Jan. 20/81</u>	<u>Jan. 20/82</u>
General Increases	75¢	75¢
Skilled Trades Adjustments	15¢	15¢
Additional Adjustments	8¢ per hour for Mechanic B	8¢ per hour for Mechanic B
Labourer/ Janitor	\$6.03 (\$5.28)	\$6.78
Electronic/ Electrician	\$9.28 (\$8.38)	\$10.18

Shift Premium: Effective January 20, 1981, 25¢ (20¢) per hour.

Sunday Premium: Effective January 20, 1981, \$2 (\$1.25) per hour.

Paid Holidays: The Monday of the school spring break is added for a total of 12 days.

Paid Vacation: 3 weeks after 5 (10) years' service.

Bereavement Leave: Step parents and step children are added for 3 days' paid leave to attend the funeral

Health and Welfare: Life Insurance - Employees with 3 months to 3 years' seniority receive \$3,500 coverage (unchanged). After 3 years, \$5,000 coverage (new).

Weekly Indemnity - Benefit increases to \$160 (\$75) per week.

OHIP and Semi-Private Hospitalization - Employer contributes \$22.50 (\$20) per month for single employees and \$45 (\$40) per month for married employees.

Safety Shoe Allowance (new): Employer pays \$30 for first pair and \$15 for second pair. Effective March 20, 1982, \$40 for first pair and \$20 for second pair.

Harding Carpets Limited at Collingwood - Local 1857, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 420 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82	July 1/82
General Increases		55¢	60¢	15¢
Skilled Trades Adjustment		10¢		
Labour Group 1 (includes General Labour)		\$5.68 (\$5.13)	\$6.28	\$6.43
Labour Group 3 (includes Electrician)		\$7.52 (\$6.87)	\$8.12	\$8.27

Shift Premium: 0-20¢-23¢ (0-17¢-20¢).

Lead Hand Premium (new): 17¢ per hour.

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks (new) after 15 years.

Bereavement Leave: Grandchildren are added for 1 day's paid leave.

Health and Welfare: Life Insurance - \$7,000 (\$5,000) coverage.

Life Insurance for Retirees - \$1,000 (\$800) coverage on retirement for employees with 15 years' service.

OHIP - Effective March 1, 1981 employer pays 100% (70%) of premium costs.

Extended Health Care - Effective April 1, 1981, employer pays 100% (70%) of premium costs.

Weekly Indemnity - Benefits increase to \$105 (\$95) per week for Labour groups 1 to 10 and \$115 (\$100) for Labour groups 11 to 13. Effective January 1, 1982, 55% of basic earnings to a maximum of \$175.

Safety Shoe
Allowance (new):

Employer pays \$20 per year for all employees.

PAPER AND ALLIED

Consolidated-Bathurst Packaging Limited at Hamilton, St. Thomas, Toronto and Whitby*
- Various locals, Woodworkers (AFL-CIO/CLC): Four renewal agreements expiring December 31, 1982, covering 650 Ontario employees, settled with mediation assistance following a 6-day work stoppage at Hamilton and Whitby. The Hamilton and Whitby agreements are effective from November 1, 1980 and the St. Thomas and Toronto agreements are effective March 1, 1981. Duration of negotiations - 4 months.

*Montreal East, Quebec plant represented by Local 278 of the Woodworkers Union, bargained jointly with the Ontario units. Their settlement covering 150 employees, effective from March 1, 1981 to December 31, 1982 is similar to those of the Ontario units.

Wages:

Effective

Hamilton and Whitby St. Thomas and Toronto	Nov. 1/80 Mar. 1/81	Nov. 1/81 Jan. 1/82
General Increases	\$1.37	90¢
Skilled Trades Adjustments	38¢	
Additional Adjustments	7¢ for top operators	7¢ for top operators
General Labour (Light Duty) (Heavy Duty)	\$8.62 (\$6.95) (\$7.25)	\$9.52
Electrician	\$10.25 (\$8.50)	\$11.15

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective in the second year, 0-25¢-30¢.

Paid Lunch
Period (new): Effective January 1, 1982, 20-minutes.

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 10 (15) years. Effective in the second year, 3 weeks after 4 years, 4 weeks after 9 years and 5 weeks after 20 (22) years.

Health and
Welfare: Long Term Disability - Maximum benefit increases to \$850 (\$666) per month.

Dental Plan (new) - Employer pays 75% of premium costs for a plan equivalent to Blue Cross Plan #7 with Riders 1 and 2. Deductibles are \$25 single and \$50 family. Payments are based on the 1980 Ontario Dental Association fee schedule. 50% reimbursement on major restorative work. Maximum benefit is \$1,000. Effective January 1, 1982, employer pays 100% of premium costs.

Meal Allowance: \$2.75 (\$2.50) after two hours of overtime. Effective in the second year, \$3.

American Can Canada Inc. at Brampton - Local 466, Printing and Graphic Communication (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1980 to October 31, 1982, covering 240 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	Nov. 1/80	Nov. 1/81
General Increases		11%	12%
Additional Adjustments	15¢ per hour for Large Bobst Makeready/Operator, 2 Colour Pressman and Die Maker; 30¢ per hour for Maintenance Mechanic, Industrial Truck Mechanic, 3rd Class Engineer and 5 Colour Assistant Pressman; 50¢ per hour for Machinist, 5 Colour Pressman and Electrician		
Carton & Box Operator		\$5.49-\$5.99 (\$4.95-\$5.40)	\$6.15-\$6.71
5-Colour Offset Pressman		\$11.39-\$12.63* (\$10.26-\$11.38)	\$12.76-\$14.15*

*Minimum rates reflect the removal of the lowest progression step in each of the two contract years.

Probationary period is 60 work days. Maximum rate for Carton & Box Operator is reached after 60 work days and, for 5-Colour Offset Pressman, after 36 months.

Shift Premium: Effective February 3, 1981, 15% to a maximum of 50¢ (40¢) per hour for second and third shift workers.

Leadman Premium: Effective February 3, 1981, 50¢ (40¢) per hour.

Reporting Pay: Minimum 6 (4) hours' pay or work.

Temporary Transfer: Employee retains regular rate for 5 days when transferred to a lower rated job (new).

Paid Holidays: 1 additional floating holiday is added for a total of 12 days.

Bereavement Leave: Brother-in-law and sister-in-law are added for 3 days' paid leave.

Health and Welfare: Life Insurance - \$9,000 (\$8,000) coverage. Effective November 1 1981, \$10,000.

Life Insurance for Retirees (new) - \$2,000 coverage.

Vision Care (new) - Effective November 1, 1981, maximum claim for eyeglasses is \$30 every 2 years.

Dental Plan (new) - Effective July 1/81, employer pays 100% of the cost of a plan equivalent to the Green Shield Plan.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective August 1, 1982, \$10 per month.

Safety Shoe Allowance (new): Employer contributes \$30 every 2 years.

METAL FABRICATING

Newman Steel Ltd. at Oakville, St. Catharines, Stoney Creek and Sudbury - Locals 6019, 8214 and 6363, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 31, 1981 to January 31, 1983, covering 250 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	Feb. 1/81	Feb. 1/82
General Increases		\$1.01	50¢
Labourer		\$7.47-\$7.78 (\$6.46-\$6.57)	\$7.97-\$8.28
Maintenance/ Electrician-CSC		\$8.78-\$10.28 (\$7.77-\$9.27)	\$9.28-\$10.78

Probationary period is 45 days worked and completed within 90 working days to 120 days worked, depending on classification. Maximum rate for Labourer is reached upon completion of probationary period and for Maintenance/Electrician - CSC on merit.

Cost of Living Allowance: 20¢ allowance generated under the previous agreement was used to offset the Co-operative Wage Study.

1¢ per 0.3 rise in the Consumer Price Index - 1971=100 above the base month of December, 1981. Triggers at 5 1/2%. To be adjusted monthly and folded into wages January 31, 1983. (Previously, \$2.50 per week for each full 1% rise in the CPI. Triggered at 6%. Paid quarterly.)

Shift Premium: 0-25¢-25¢ (0-22¢-22¢).

Paid Holidays: 1 additional day between Christmas and New Years is added for a total of 12 days.

Paid Vacation: 4 weeks after 12 (14) years' service and 5 weeks after 24 (25) years. Effective January 31, 1982, 4 weeks after 11 years and 5 weeks after 20 years.

Vacation Bonus (new):	\$15 for each week of vacation taken during the months of November, December, January and February.
Subpoenaed Witness Pay (new):	Employer pays the difference between regular salary and fees received.
Paid Education Leave (new):	5 days each per year for Locals 6019 and 8214, for a total of 20 days over the life of the agreement.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective April 1, 1981, \$15,000 (\$12,000) coverage. <u>Long Term Disability (new)</u> - Effective April 1, 1981, after 26 weeks of weekly indemnity benefits, plan provides benefits of \$400 per month, payable to age 65. <u>Dental Plan</u> - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective February 1, 1982, periodontal and endodontic coverage is added to a maximum of \$1,000 per year per family coverage.
Pension Plan:	<u>Basic Benefit</u> - \$9.00 (\$8.25) per month per year of past and future service. Effective February 1, 1982, \$10.
Meal Allowance:	\$3.50 (\$3.00) per meal.
Prescription Safety Lenses and Frames:	Employer contributes \$80 (\$50) every 24 months.
Boot Allowance: (new):	Maximum \$50 per year for winter boots for shunters and drivers.
Safety Shoe Allowance:	Employer contributes \$50 (\$30) per year per employee.
Tool Allowance (new):	\$36 each June 30th and December 31st each year.
Theft Insurance (new):	Employer provides \$1,000 coverage for loss of tools on company property for maintenance employees and mechanics.

Supreme Aluminum Industries Ltd. at Toronto and Pickering - Employees' Association (Ind.): A 12-month renewal agreement effective from April 6, 1981 to April 2, 1982, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 6/81</u>
	General Increase	10%
	Additional Adjustments	Some classification restructuring to a 7 (6) grade structure

Apr. 6/81

Weekly Rates

Grade 12 (includes Clerk Junior) \$184.80-\$227.70
(\$168.00-\$207.00)

*Grade 6 (7) (includes Tool and Die Maker) \$324.00-\$396.00

*Previous rates are not shown due to restructuring of the wage schedule.

Maximum rates are reached on merit.

Cost of Living Allowance:

1% per 1% increase in the Toronto Consumer Price Index - 1971=100, measured on a calendar year basis, from January 1, 1981 to December 31, 1981, using December 1980 as the base month. Triggers at 11% (10%).

Vacation Pay:

Employee receives cash options on 4th, 5th and 6th week of vacation.

Health and Welfare:

Drug Plan - Common-law wife living with employee for 3 years or more and dependant children age 23 (18) are included to receive benefits.

MACHINERY

Hussmann Store Equipment Limited at Brantford - Local 397, Auto Workers (CLC): A 36-month renewal agreement effective from December 1, 1980 to November 30, 1983, covering 475 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:

Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>	<u>Dec. 1/82</u>
General Increases	3%	3%	3%
COLA Fold-in	\$1.15		
Labourer	\$7.94 (\$6.46-\$6.56)	\$8.18	\$8.42
Electrical Maintenance	\$9.83 (\$8.39)	\$10.12	\$10.43

Progression eliminated. Previous rate for Electrical Maintenance reflects a special wage adjustment.

Cost of Living Allowance:

\$1.33 allowance was generated under the previous agreement. \$1.15 is folded into wages December 1, 1980, leaving a float of 18¢.

1¢ per 0.30 (0.35) rise in the Consumer Price Index - 1971=100, above the base of 161.3. Adjusted quarterly.

Shift Premium: 0-32¢-32¢ (0-27¢-27¢).

Bereavement Leave: 1 day's paid leave to attend the funeral of a grandchild, son-in-law and daughter-in-law (new).

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 (\$12,000) coverage.
Life Insurance for Retirees - Effective December 1, 1982, \$2,000 (\$1,500) coverage.
Weekly Indemnity - Benefit increases to 66 2/3% (60%) of weekly earnings to a maximum of \$210 (\$189) per week. Effective December 1, 1981, payable on a 1-1-4-52 (1-1-8-52) basis.
Long Term Disability - Benefit increases to \$200 (\$150) per month. Effective December 1, 1981, \$250.
Widows Allowance (new) - Employer pays 100% of premium costs of all benefits for 1 year after employee's death.

Pension Plan: Basic Benefit - \$11.25 (\$10.25) per month per year of service. Effective December 1, 1981, \$12.25. Effective December 1, 1982, \$13.25.
Death Benefit - Spouse receives 50% (40%) of accrued pension.

Safety Shoe Allowance: Employer contributes a maximum of \$50 (\$35) for 1 pair per year.

Theft Insurance: Maximum \$600 (\$450) coverage for tools for skilled employees.

TRANSPORTATION EQUIPMENT

Canadian A.S.E. Limited at Toronto - Local 8694, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 12, 1980 to December 11, 1982, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Dec. 12/80	Dec. 12/81
Average Increases		9%	9%
Additional Adjustments	Some classification adjustments		
Level I (Assembler)		\$5.15-\$5.40 (\$4.65-\$4.90)	\$5.70-\$5.95
Level II (Tool & Diemaker "A")		\$12.10-\$12.70 (\$9.30-\$9.60)	\$12.70-\$13.50

Maximum rates are reached upon completion of the three calendar month probationary period.

Health and Welfare: Life Insurance and A.D. & D. - Effective January 1, 1981, \$7,500 (\$5,000) coverage. Effective January 1, 1982, \$10,000.

Weekly Indemnity - Maximum benefit increases to \$300 (\$250) per week.

Dental Plan (new) - Employer pays 100% of premium costs for a plan equivalent to Blue Cross #7 Plan. Deductibles are \$25 single/\$50 family. 80%/20% co-insurance.

ELECTRICAL PRODUCTS

Solaray, Division of Sunbeam Corporation (Canada) Limited, formerly George W. Endress Company Limited at Brantford - Local 600, Canadian Textile and Chemical Union* (CCU): A 24-month first agreement effective from October 1, 1980 to September 30, 1982, covering 224 employees, settled with mediation assistance. Duration of negotiations - 4 months.

*Previously, Local 1734 of the Clothing and Textile Workers.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Oct. 1/81</u>
	Increases on average plant rate	50¢	40¢
	Inequity Adjustment**		
	Labour Grade 2 (includes Assembler)	\$4.30-\$4.45 (\$3.80-\$3.95)	\$4.70-\$4.85
	Labour Grade 15 (includes Top Mechanic III)	\$7.25-\$7.50 (\$6.75-\$7.00)	\$7.65-\$7.90

**Labour Grade 6 receives an extra 6¢ to start, plus 10¢ after 6 months.

Probationary period is 60 worked days. Maximum rate for Labour Grade 2 is reached after two 3-month increases, and for Labour Grade 15 after one 3-month increase.

Shift Premium: 0-15¢-15¢ (0-9¢-14¢) Effective October 1, 1981, 0-17¢-17¢.

Paid Rest Periods: One 10-minute break during the first half of each shift and upon completion of regular working hours, when scheduled to work 1 1/2 hours or more of overtime (new).

Paid Holidays: Any new holiday, if proclaimed by the Government of Canada will be added for a total of 13 days.

Paid Vacation: Effective October 1, 1981, 3 weeks after 5 (6) years' service.

Health and Welfare: Life Insurance - \$3,000 (\$2,000) coverage. Effective October 1, 1981, \$4,000 coverage.

A.D. & D. (new) - Employer pays 100% of premium costs and 80% of any increase in premiums, for a plan providing \$3,000 coverage. Effective October 1, 1981, \$4,000.

Major Medical - Deductibles are \$10 single and \$20 family per year.

Safety Prescription Glasses Allowance (new): Employer pays up to a maximum of \$50 for replacement if damaged on the job, except where the cost is paid under Workmen's Compensation or the Major Expense Benefit Plan.

Safety Shoe Allowance (new): Employer contributes \$20 toward the cost of 1 pair per year.

Philco Ford of Canada Ltd. at Toronto - Local 2113, Machinists (AFL-CIO/CLC) (700 production and maintenance employees): A 24-month renewal agreement effective from November 19, 1980 to November 18, 1982, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Nov. 19/80	Nov. 18/81
	General Increases	13%	11%
	Adjustments (Outside Drivers)	15¢	
	Job Level 16	10¢	
	Job Level 17	20¢	
	Job Level 18	15¢	
	Job Level 19	15¢	
	Job Level 20	25¢	
	Light Assembler	\$6.31-\$6.57 (\$5.58-\$5.81)	\$7.00-\$7.29
	Electrician	\$9.75-\$10.53 (\$8.41-\$9.10)	\$10.82-\$11.69

Cost of Living Allowance: Continues inoperative.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-35¢-35¢ (0-27¢-27¢).

Paid Holidays: 1 floater is added for a total of 14 days.

Paid Vacation: 4 weeks after 10 (15) years' service and 5 weeks after 20 (25) years. Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Health and Welfare: Life Insurance and A.D.& D. - \$21,500 (\$17,500) maximum coverage.
Weekly Indemnity - \$189 (\$170) maximum benefit.

Drug Plan - Effective April 1, 1981, employer pays 100% (90%) of premium costs.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective November 18, 1981, add coverage for restorative and prosthodontic services.

Pension Plan: Basic Benefit - For retirement on or after January 1, 1981, \$10 (\$8) per month per year of service since January 1, 1975. Credit for service prior to January 1, 1975, remains at \$8.

Meal Allowance: \$3.50 (\$3).

Federal Pioneer Limited at Bramalea - Local 564, Electrical Workers (IUE) (AFL-CIO/CLC): A 24-month renewal agreement effective from December 21, 1980 to December 20, 1982, covering 237 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 21/80</u>	<u>Dec. 21/81</u>
General Increases		6%	5%
COLA Fold-in		75¢	
Inequity Adjustment		10¢ for Grades 1 to 6	
Job Class Increment		2¢ for Grades 7 to 17	
Additional Adjustments		Some classification adjustments	
Labour Grade I (includes Assembler/ Machine Operator II)		\$7.06-\$7.26 (\$5.81-\$6.00)	\$7.41-\$7.62
Labour Grade 16 (includes Plant Electrician I)		\$9.79-\$10.00 (\$8.19-\$8.38)	\$10.28-\$10.50
Labour Grade 17 (new) Tool and Diemaker I		\$10.73-\$10.94	\$11.27-\$11.49

Probationary period is 55 worked days. Maximum rates are reached after two 3-month increases and one 6-month increase.

Cost of Living Allowance: 87¢ allowance was generated under the previous agreement. 75¢ is folded into wages December 21, 1980 leaving a float of 12¢ remaining.

1¢ per 0.5 point rise in the Consumer Price Index - 1971=100, above the October 1980 base of 215.4. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-28¢-28¢ (0-25¢-25¢). Effective December 21, 1981, 0-30¢-30¢.

Paid Rest Periods: One 10-minute break at the end of each regular shift (unchanged) and for each 2 hours overtime worked thereafter (new).

Paid Holidays:	Heritage Day, if declared is added for a total of 13 days.
Paid Vacation:	Effective December 21, 1981, 4 weeks after 11 (12) years' service and 5 weeks after 23 (25) years.
Bereavement Leave:	Grandchild is added for 3 days' paid leave.
Health and Welfare:	Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage. Effective December 21, 1981, \$11,000. Employer pays 100% (50%) of premium costs.
Pension Fund:	Employer contributes 18¢ (15¢) per hour worked. Effective December 21, 1981, 20¢.
Mileage Allowance:	28¢ (23¢) per mile, or 17¢ (14¢) per kilometre.
Safety Shoe Allowance:	Employer contributes \$27 (\$22) for 1 pair per year. Effective December 21, 1981, \$29.

NON-METALLIC MINERAL PRODUCTS

St. Lawrence Cement Inc. (Mississauga Plant, Ogden Point Quarry and Cement Distribution Depots) at Mississauga - Local 366, Cement Workers (AFL-CIO/CLC) (hourly-rated employees): A 36-month renewal agreement effective from October 1, 1980 to September 30, 1983, covering 220 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Oct. 1/80	Oct. 1/81	Oct. 1/82
General Increases		30¢	30¢	30¢
Job Class Increment		11¢ (10¢)		
Class 3 (includes Yardman)		\$9.31 (\$8.99)	\$9.61	\$9.93
Class 26 (includes Master Journeyman)		\$11.84 (\$11.29)	\$12.14	\$12.69

Previous rates reflect quarterly COLA fold-ins.

Cost of Living Allowance:	Effective in the first contract year, 1¢ per 0.290 (0.3) point rise in the Consumer Price Index - 1971=100, above the July 1980 (1979) base index month. Effective in the second and third contract years, 1¢ per 0.275 point rise in the CPI. To be adjusted quarterly and folded into hourly rates starting October, 1980.
Shift Premium:	0-35¢-55¢ (0-30¢-50¢).
Weekend Standby Pay:	\$25 (\$20) per normal weekend day. \$30 (\$25) per statutory holiday.

Premium Pay:	Yardman receives two classes higher pay to a maximum of Class 7 when working in the Kiln, effective first shift on shutdown of Kiln for re-bricking (new).
Bag Bonus:	25¢-\$2.55 for 6,000 to 8,000 or more. (Previously, 25¢ per 100 bags over 6,000 filled in an 8-hour shift to a maximum of \$1.35 for over 7,000).
Paid Vacation:	3 weeks after 4 (5) years' service and 4 weeks after 8 (10) years.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$19,500 (\$18,000) coverage. Effective October 1, 1981, \$20,000. Effective October 1, 1982, \$20,500. <u>Life Insurance for Retirees (new)</u> - \$2,000 coverage for employees retiring at age 65 with minimum 12 years' service. <u>Weekly Indemnity</u> - Employer pays 1/5th weekly indemnity rate for sickness on the second and third scheduled work day (new).
Pension Plan:	Effective in 1981, basis of benefit calculations updated to 1976 (1975) earnings. Effective in 1982, to 1977 earnings. Interest is 7 (4 1/2) per cent. <u>Pre-Retirement Plan (new)</u> - Employee with minimum 12 years' service at age 64 years and 9 months receives 5-days' pay for a 4-day work week. Benefit is deferred to 3 months prior to retirement if an extension of employment is granted.
Education Allowance:	Employer pays 75% of night school course fee for apprenticeship program (new).
Meal Allowance:	\$4 (\$3). Effective October 1, 1981, \$4.50. Effective October 1, 1982, \$5.
Prescription Safety Glass Allowance:	Maximum \$45 (\$35) every 2 years.
Tool Allowance:	Effective in 1981, increases by 10%.
Uniform Allowance:	Employer pays 50% of cost, up to a maximum of 3 uniforms per year. (Previously, \$25 per year).

Domglas Inc. at Hamilton - Local 203, Glass and Ceramic Workers (AFL-CIO/CLC) (700 plant and warehouse employees): A 36-month renewal agreement effective from March 29, 1981 to March 28, 1984, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 29/81</u>	<u>Mar. 29/82</u>	<u>Mar. 28/83</u>
	General	12%	10%	10%
	Increases			

	<u>Mar. 29/81</u>	<u>Mar. 29/82</u>	<u>Mar. 28/83</u>
Additional Adjustments	5¢ for Selector & Packer, Pallet Loader, Carton Assembler, Utilitymen- Packing Room		5¢ for Selector & Packer, Pallet Loader, Carton Assembler, Utilitymen- Packing Room
Skilled Trades Adjustments	20¢		20¢

Hourly Rates

(Hamilton Factory;
continuous shift
schedule)

Cleaner-Light Labour	\$7.82-\$7.95 (\$6.98-\$7.10)	\$8.60-\$8.75	\$9.46-\$9.63
Labour-Maintenance	\$8.29-\$8.42 (\$7.40-\$7.52)	\$9.12-\$9.26	\$10.03-\$10.19
Electrician	\$9.36-\$9.91 (\$8.16-\$8.65)	\$10.30-\$10.90	\$11.55-\$12.21
Stationary Engineer, 3rd Class	\$9.59-\$10.15 (\$8.36-\$8.86)	\$10.55-\$11.17	\$11.83-\$12.51

Cost of Living Allowance (new): If the Consumer Price Index - 1971=100 increases by more than 12% during the first year of the agreement, add the excess to the general increase scheduled for March 29, 1982. Similarly, if the Index exceeds a 10% rise during the second year, add the excess to the general increase scheduled for March 28, 1983.

Hours of Work: Continuous shift workers - average of 42 per week and non-continuous shift and steady day workers - 40 per week (unchanged).

Shift Premium: 0-16¢-24¢ (0-15¢-23¢). Effective March 29, 1982, 0-18¢-26¢. Effective March 28, 1983, 0-20¢-28¢.

Machine Premiums: Double Gob Machine - 25¢ (20¢) per hour. Effective March 28, 1983, 30¢.

6" C.C. Machine - 35¢ (30¢) per hour. Effective March 28, 1983, 40¢.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 4 weeks after 13 (14) years' service. Also 2 weeks after 10 months, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged). Effective March 29, 1982, 5 weeks after 24 years. Effective March 28, 1983, 4 weeks after 12 years and 5 weeks after 23 years.

Health and Welfare:	Life Insurance for Retirees - \$2,500 (\$2,000) coverage. Effective March 29, 1982, \$2,750. Effective March 28, 1983, \$3,000.
	Dental Plan - Add coverage for repair of dentures. Effective April 1, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective April 1, 1982, the 1982 ODA fee schedule.
Pension Plan:	Basic Benefit - \$13 (\$10) per month per year of service by the end of the contract.
Prescription Safety Glasses:	Employer pays 75% of cost to a maximum of \$55 (\$50). Effective March 29, 1982, maximum of \$60.
Safety Shoe Allowance:	Effective immediately, \$24 (\$20) towards the cost of each pair with a maximum of 1 to 3 pairs, depending on department. Effective March 20, 1982, \$26, Effective March 28, 1983, \$28.
Meal Allowance:	\$2.50 (\$2). Effective March 29, 1983, \$3.

CHEMICAL AND CHEMICAL PRODUCTS

Lever Detergents Limited at Toronto - Local 132, Teamsters, Chemical Div. (Ind.): A
 24-month renewal agreement effective from March 15, 1981 to March 15, 1983, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1 week.

Wages:	Effective	Mar. 15/81	Mar. 14/82
	General Increases	12.5%	\$1.07
	Additional Adjustments	Spare Man A - 36¢ B - 45¢ C - 63¢	40¢ 50¢ 70.5¢
	Step 2 (includes Cleaner-General Services)	\$8.972 (\$7.975)	\$10.042
	Step 13 (includes Electronic-Electrician)	\$12.520 (\$10.975)	\$13.417

Off-Shift Premium Pay:	40¢ (32¢) per hour. Effective March 15, 1982, 45¢.
Relief Supervisor Premium:	81¢ (72¢) per hour. Effective March 15, 1982, 90.5¢.
Working Foreman Premium:	89.5¢ (79.7¢) per hour. Effective March 15, 1982, \$1.005.
Overtime Pay on Saturday:	Double time after 8 (10) hours.

Health and Welfare:	Life Insurance - \$10,000 (\$8,000) coverage.
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Major Medical - Vision care is added (new). Maximum claim for eyeglasses is \$50 per individual and family member every 2 years.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective March 15, 1982, the 1982 ODA fee schedule. Deductibles are eliminated.

MISCELLANEOUS MANUFACTURING

Honeywell Ltd. - Honeywell Ltee at Scarborough - Local 80, Auto Workers (CLC) (630 hourly rated employees): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 1/81	Mar. 1/82
	General Increases	12%	10.5%
	Labour Grade 11 (includes Assembly-Light)	\$6.42-\$6.52 (\$5.73-\$5.82)	\$7.09-\$7.20
	Painter Maintenance	\$9.39-\$9.46 (\$8.38-\$8.45)	\$10.38-\$10.45
	Tool and Die Maker	\$11.11-\$11.20 (\$9.91-\$10.00)	\$12.29-\$12.38
	Tool Room Specialist 1 (new)	\$12.00-\$12.10	\$13.27-\$13.37
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-26¢-28¢ (0-24¢-26¢).		
Paid Holidays:	12 days (unchanged).		
Paid Vacation:	4 weeks after 11 (13) years' service and 5 weeks after 23 (25) years. Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged). Effective March 1, 1982, 4 weeks after 10 years and 5 weeks after 22 years.		
Health and Welfare:	<u>Life Insurance</u> - \$12,000 (\$10,000) coverage. Effective March 1, 1982, \$13,000.		
	<u>Weekly Indemnity</u> - Integrated with UIC. Pays a maximum of \$189 (\$160) per week. Payable on a 1-1-4-52 (1-4-52) basis.		
	<u>Prescription Drug Plan</u> - Elimination of 35¢ charge per prescription. Annual deductible of \$15 single/\$25 family remains (unchanged).		
Pension Plan:	<u>Basic Benefit</u> - Effective for employees retiring on or after March 1, 1981, \$11 (\$10.50) per month per year of service.		
Safety Boots Allowance:	\$20 (\$15) twice per year.		

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 318 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/81</u>	<u>Feb. 28/82</u>
	General Increases	35¢	20¢
	COLA Fold-in	20¢	20¢
	COLA Advances	20¢	15¢
	Skilled Trades Adjustment	35¢	
	Inequity Adjustments	1¢-17¢	
	Serviceman	\$6.90 (\$6.15)	\$7.45
	Electrician	\$9.42 (\$8.32)	\$9.97

Cost of Living Allowance: 1¢ per 0.3 point change in the Consumer Price Index - 1971=100, using February 1981 as the base index month. Adjusted quarterly. (Basic formula is unchanged. Previously, capped at 10¢ per hour in the first year and 30¢ in the second year.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Holiday Pay: Absent employees who have an acceptable excuse and employees off work due to sickness or injury, who have a medical certificate, qualify for holiday pay (new).

Health and Welfare: Life Insurance - Effective April 1, 1981, \$12,000 (\$10,500) coverage. Effective March 1, 1982, \$12,500.

Life Insurance for Retirees - Effective April 1, 1981, \$3,000 (\$2,500) coverage.

Weekly Indemnity - Effective April 1, 1981, benefit increases to \$170 (\$155) per week.

Dental Plan - Effective April 1, 1981, payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective March 1, 1982, the 1981 ODA fee schedule.

Pension Plan: Basic Benefit - Effective April 1, 1981, \$8.00 (\$6.75) per month per year of service.

Deferred Life Annuity - Effective April 1, 1981, \$8.00 (\$6.75) per month per year of service.

Safety Shoe Allowance: \$28 (\$20) per contract year. Effective February 28, 1982, \$30.

Union Representatives: Employer pays up to a maximum amount equal to \$7 (\$6) per employee times the number of employees in the bargaining unit in the first month of each contract year.

Payment for Local Union President: President receives Electrician (Serviceman) rate of pay.

COMMUNICATION

Bell Canada, Quebec and Ontario - Canadian Telephone Employees' Association (Ind.) (600 communications sales employees): A 12-month renewal agreement effective from December 1, 1980 to November 30, 1981, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Dec. 1/80

General Increase 11%

Monthly Rates

Business Exchange Telephone Sales Representative

Zone 2 - Kingston, London, Hamilton, Ottawa and Sudbury, Ont. \$981-\$1,467 (\$884-\$1,322)

Zone 1 - Montreal, Que., Toronto, Ont. \$1,029-\$1,506 (\$927-\$1,357)

Sales Representative

Zone 2 - Includes Sherbrooke, Trois Rivieres, Que., Hull and St. Jerome, Que., Cornwall, Kingston, Thunder Bay, Ottawa, and Kitchener, Ont. \$1,436-\$2,311 (\$1,294-\$2,082)

Zone 1 - Montreal, Que., Hamilton, Toronto and Windsor, Ont. \$1,470-\$2,353 (\$1,324-\$2,120)

Zoning - Effective September 3, 1981, zoning is eliminated. Zone 1 rates to apply at all locations.

Hours of Work: Average of 36 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks* after 12 years, 5 weeks* after 21 years and 5 weeks after 25 years (all unchanged).

*A minimum of 1 week must be taken during the period October through May.

FINANCE, INSURANCE AND REAL ESTATE

Property Management Services Organization at Toronto - Local 183, Labourers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1980 to November 30, 1983, covering 292 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>	<u>Dec. 1/82</u>
Increases		\$100 per month for Building Superintendent and/or Assistant; 11.46% on the average for all others	\$95 per month for Building Superintendent and/or Assistant; 11.81% on the average for all others	\$90 per month for Building Superintendent and/or Assistant; 11.58% on the average for all others
Housekeeper		\$5.70 (\$4.88)	\$6.40	\$7.20
Licenced Handyman		\$9.75 (\$8.71)	\$10.50	\$12.00

Monthly Rates

Building Superintendent; 56-350 suites and over, 0-4 years	\$643-\$1,118* (\$543-\$1,018)	\$738-\$1,213*	\$828-\$1,303*
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*Building Superintendents with 4 years' service or more may receive up to an additional \$40 per month for merit, as determined by the Employer (unchanged).

Paid Holidays:	Remembrance Day is added for a total of 10 days.
Paid Vacation:	3 weeks after 4 (5) years' service and 4 weeks after 10 years (new) for salaried employees.
Vacation Pay:	6% after 4 (5) years' service and 8% after 10 years (new) for hourly rated employees.
Time Off for Building Super- intendent and/or Assistant:	Either 2 nights off from 6 p.m. to 3 (1) a.m. or one-half day off from noon to 7 a.m. (12 midnight) during a 7-day period.
Health and Welfare:	<u>Employer Contribution</u> - Effective December 1, 1981, 35¢ (30¢) per hour worked per hourly rated employee and for the first 120 hours worked each month per salaried employee. Effective December 1, 1982, 40¢.

If the welfare plan does not require the increased monies to maintain the level of benefits, then the cents per hour may be diverted to the Pension Fund at the option of the Union.

Pension Plan: Employer Contribution - Effective December 1, 1981, 15¢ (10¢) per hour worked per hourly rated employee, and for the first 110 hours worked each month per salaried employee. Effective December 1, 1982, 20¢.

Car Allowance: \$175 (\$125) per month for maintenance employees.

EDUCATION AND RELATED SERVICES

Carleton Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,100 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/80	Sept. 1/81
General Increases		5%	7%
Teacher, Level 1 0-10 years		\$18,128-\$28,597 (\$17,265-\$27,235)	\$19,397-\$30,599
Teacher, Level 4 0-10 years		\$20,832-\$34,687 (\$19,840-\$33,035)	\$22,290-\$37,115
Principal 0-3 years		\$43,008-\$45,958 (\$40,960-\$43,770)	\$46,019-\$49,176
Vice-Principal 0-3 years		\$39,202-\$41,475 (\$37,335-\$39,500)	\$41,946-\$44,378

Lump Sum Payments - 2% of the levels of earnings including allowances as of January 30, 1980; with actual teacher placement being aged one year. 2.82% payable February 1, 1982 based on January 30, 1981 earnings.

Responsibility Allowances:	Sept. 1/80
Major Department Head	\$2,982 (\$2,840)
Minor Department Head	\$2,027 (\$1,930)
Assistant Head	\$1,549 (\$1,305)
Administrative Head (major)	\$2,982 (\$2,840)
Administrative Head (minor)	\$2,027 (\$1,930)
Teacher's Coordinator	\$1,549 (\$1,475)

Health and Welfare: Employee Benefit Plan - Effective March 1, 1981, 85% (80%) employer-paid. Effective September 1, 1982, 90%.

Dental Plan - Effective May 1, 1981, payments are based on the 1980 Ontario Dental Association fee schedule. Effective May 1, 1982, the 1981 ODA fee schedule.

Metropolitan Toronto Separate School Board - Local 1280, Canadian Union of Public Employees (CLC) (750 maintenance, services and plant operations employees): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 1/80</u>	<u>Jan. 1/81</u>	<u>Oct. 1/81</u>	<u>Mar. 1/82</u>
	Average Increases	7%	3%	7%	3%
	Matron	\$6.20 (\$5.63)	\$6.48	\$7.34	\$7.85
	Head Caretaker 8(9) codes	\$8.05-\$9.25 (\$7.47-\$8.60)	\$8.34-\$9.64	\$9.21-\$10.82	\$9.85-\$11.58
	Carpenter, Senior	\$11.74 (\$11.10)	\$12.06	\$13.03	\$13.94
Hours of Work:	40 per week (unchanged).				
Shift Premium:	0-33¢-33¢ (0-28¢-28¢). Effective July 1, 1981, 0-35¢-35¢.				
Shift Leader Premium:	Effective upon ratification, 30¢ (25¢) per hour.				
Paid Holidays:	11, or 12 if Remembrance Day is observed (unchanged).				
Paid Vacation:	Effective July 1, 1981, 5 weeks plus 1 day after 25 years' service, 5 weeks plus 2 days after 26 years, 5 years plus 3 days after 27 years (new). Also 3 weeks after 1 year, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 28 years (unchanged).				
Health and Welfare:	<u>Dental Plan</u> - Effective upon ratification, payments to be based on the 1981 (1978) Ontario Dental Association fee schedule.				

Niagara South Board of Education - Local 468, Canadian Union of Public Employees (CLC) (maintenance, services, and plant operations employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	10.5%
	Wage Level 7 (Cleaner)	\$6.01 (\$5.44)
	Wage Level 1 (includes Electrician)	\$9.60 (\$8.69)
Paid Holidays:	1 additional day at Christmas is added for a total of 14 days.	
Paid Vacation:	6 weeks after 28 (30) years' service.	
Bereavement Leave:	3 (1) days' paid leave to attend the funeral of a brother-in-law and sister-in-law.	

Compassionate Leave: Up to 5 (3) days' paid leave may be granted for extension of bereavement leave or other personal reasons.

Health and Welfare: Long Term Disability (new) - Effective July 1, 1981, employer pays 75% of premium costs. Benefits are 60% of employees' salary to age 65.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association schedule of fees.

Prescott-Russell County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 340 employees, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Mar. 1/81</u>
	Increases	11% approx.	1.8% approx.
	Teacher D 0-7 years	\$11,265-\$16,435 (\$10,150-\$14,805)	\$11,470-\$16,730
	Teacher A1 0-10 years	\$14,955-\$25,765 (\$13,475-\$23,210)	\$15,225-\$26,225
	Teacher A4 0-10 years	\$18,325-\$31,545 (\$16,510-\$28,420)	\$18,655-\$32,115
	Effective	<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
	Increases	11% approx.	1% approx.
	Teacher D 0-7 years	\$12,730-\$18,570	\$12,860-\$18,755
	Teacher A1 0-10 years	\$16,900-\$29,110	\$17,065-\$29,400
	Teacher A4 0-10 years	\$20,705-\$35,650	\$20,910-\$36,000

Responsibility Allowances: Principal - \$3,600 (\$3,200) plus \$70 (\$75) per classroom. Effective September 1, 1981, \$3,900 plus \$70 per classroom.

Substitute Principal - \$275 (\$250). Effective September 1, 1981, \$300.

Co-ordinator - \$2,300 (\$2,100). Effective September 1, 1981, \$2,500.

Special Education Allowance: Employees receive \$275 (\$250) for the full-time teaching of exceptional children. Effective September 1, 1981, \$300.

Travelling Allowance: 16.5¢ (14¢) per kilometer. Effective September 1, 1981, 19¢ per kilometer.

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,050 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	Sept. 1/80
	Average Increase	9.5%
	Teacher - Category D 0-6 years	\$12,000-\$18,170 (\$11,190-\$16,380)
	Teacher - Category A1 0-10 years	\$15,250-\$25,775 (\$14,220-\$23,470)
	Teacher - Category A4 0-11 years	\$17,845-\$31,980 (\$16,470-\$29,120)
Responsibility Allowances:	Vice-Principal - \$2,025 (\$1,850) plus (number of classrooms in excess of 14) times \$125.	
	Principal - Varies by number of units. Units are defined in terms of number of classrooms, remedial teachers, home economic teachers, industrial arts teachers or teacher-librarians. Ranges from \$1,260 (\$1,155) per unit for the first 2 units down to \$60 per unit for units beyond the first 28.	

York Region Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (610 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 15 months.

Wages:	Effective	Sept.1/80	May 1/81
	Average Increases	12%	2.38%
	Teacher, Category D 0-6 years	\$11,323-\$16,516 (\$10,010-\$14,600)	\$11,491-\$16,761
	Teacher, Category A1 0-11 years	\$15,215-\$25,850 (\$13,585-\$23,080)	\$15,528-\$26,380
	Teacher, Category A4 0-12 years	\$17,926-\$32,116 (\$16,005-\$28,675)	\$18,294-\$32,776
	<u>Principals</u>		
	"B" School 0-8 years	\$31,000-\$37,975 (\$27,820-\$33,970)	\$32,025-\$39,100
	"A" School 0-7 years	\$32,900-\$40,100 (\$29,425-\$35,845)	\$33,885-\$41,300
	Jr. High School 0-6 years	\$35,300-\$41,450 (\$31,565-\$37,065)	\$36,350-\$42,700

	<u>Sept. 1/81</u>	<u>Mar. 1/82</u>
Average Increases	8%	4%
Teacher, Category D	\$12,410-\$18,102	\$12,906-\$18,826
Teacher, Category A1	\$16,770-\$28,490	\$17,441-\$29,630
Teacher, Category A4	\$19,758-\$35,398	\$20,548-\$36,814
<u>Principals</u>		
"B" School	\$34,575-\$42,225	\$35,958-\$43,914
"A" School	\$36,600-\$44,600	\$38,064-\$46,384
Jr. High School	\$39,250-\$46,100	\$40,820-\$47,944
Cost of Living Allowance (new):	1% of monthly salary for each 1% rise above 108% of base. Based on the Consumer Price Index - 1971=100 for Metropolitan Toronto. Covers the period September 1, 1981 to August 31, 1982. Calculated each month for which the CPI exceeds 108% of the CPI for September 1981. Maximum adjustment each month is 4%. To be paid in a lump sum at the end of the agreement.	
Responsibility Allowances:	Effective	<u>Sept. 1, 1981</u>
	Vice-Principal, Secondary School	\$3,250-\$3,750 (\$3,000-\$3,500)
	Vice-Principal, Elementary School	\$2,250-\$2,750 (\$2,000-\$2,500)
	Coordinator	\$4,000 (\$3,700)
	Supervisor	\$3,500 (\$3,200)
	Consultant	\$3,000 (\$2,700)
Health and Welfare:	<u>Dental Plan</u> - Employer pays 75% (65%) of premium costs (unchanged). Effective March 1, 1981 orthodontic coverage is added.	
Sabbatical Leave:	Five years of service required for eligibility (new). Employer continues normal contributions to employee benefits for the teacher on leave (new).	
Paternity Leave:	2 (1) days with pay.	
Travel Allowance:	24¢ (20¢) per mile.	

Lakehead University Board of Governors at Thunder Bay - Faculty Association (Ind.) (full-time academic employees): A 15 1/2-month first agreement effective from March 18, 1981 to June 30, 1982, with wages retroactive to July 1, 1979, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>July 1/79</u>	<u>July 1/80</u>
	Increases	8%	10%

	<u>July 1/79</u>	<u>July 1/80</u>
<u>Annual Floor Salaries</u>		
Laboratory Instructor I	\$10,100	\$10,800
Lecturer	\$15,390	\$16,470
Assistant Professor	\$18,120	\$19,390
Associate Professor	\$22,560	\$24,140
Professor	\$27,820	\$29,770

July 1/81

Increase	12.15% plus 5.50% catch-up
Laboratory Instructor I	\$11,750-\$16,500
Lecturer	\$17,977-\$26,349
Assistant Professor	\$21,164-\$32,494
Associate Professor	\$26,349-\$47,619
Professor	\$32,494-\$52,910

Anomaly Fund:	Effective July 1, 1981, .35% per employee, in addition to the above increases.
Overload, Off-Campus and Part-time Teaching Pay:	Employee receives 18% of Assistant Professor's floor, including vacation pay for each full-time equivalent credit course taught on an overload basis or by a member who is a Sessional Lecturer. \$1,000 inconvenience allowance for course taught a minimum of 75 miles away from the university. Amount to be pro-rated for a credit course which is less than a full-time equivalent.
Stipends for Chairman:	\$500, \$750 and \$1,000, depending on administrative load.
Cancellation Pay:	\$50 per cancelled course for sessional lecturers required to attend Registration.
Paid Holidays:	New Years's Day, Good Friday, Easter Monday, Commonwealth Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and 3 designated days during the Christmas Holiday period are recognized for a total of 13 days.
Paid Vacation:	4 weeks after 11 months' service.
Adoption and Paternity Leave:	3 days' paid leave for the adoption of a child, and 3 days for male employees at the time of the birth of his child.
Compassionate Leave:	3 day's paid leave in a case of grave illness or bereavement in employee's family.
Jury and Crown Witness Leave:	Employee receives regular salary and remits fees received to the University.

Sick Leave:	Employer pays regular salary and fringe benefits to the extent of 1 month's salary for each year of service to a maximum of 4 months.
Sabbatical Leave:	<p>Tenured employees with 6 years' full-time service may receive 6 or 12 months leave at 75% of regular salary plus any across-the-board scale increments and continuation of coverage under group benefit plans, and pension plan. They also remain eligible for career development increments and the period of leave is included as credited years of service in determining pension benefits.</p> <p>Faculty members appointed directly from another university receive credit equal to one-half of the number of years of sabbatical credit accumulated at the previous university to a maximum of 2 years.</p>
Study Leave:	Employee with 3 years' service or who is requested by the Board to apply receives 12.5% of regular salary for each year of uninterrupted service to a maximum of 75%. Other payments and benefits received are similar to those stated in Sabbatical leave.
Partial Leave:	Employee receives pro-rated salary and benefits, and salary increments on a pro-rata basis for not less than 1 full academic term.
Political Leave:	Employer continues to contribute towards benefit programs for tenured employees if leave does not exceed 31 calendar days.
Health and Welfare:	<p><u>OHIP and Supplemental Group Medical Benefits Plan</u> - Employer pays 100% (90%) of premium costs.</p> <p><u>Life Insurance</u> - Employer pays 100% (90%) of premium costs. Coverage is based on 3x (2x) annual salary, rounded to the next \$1,000.</p>
Pension Plan and Superannuation Plan:	Employer contributes an amount equal to the total required contributions made each year by all members.
Tuition Assistance:	100% of tuition fee waived for spouses and dependents of full-time appointment employees for regularly-scheduled University credit courses, applicable once per course.
Membership and Subscription Allowance:	\$100 per year for full-time appointments.
Termination Allowance:	Employees being laid-off for reasons of financial crisis receive; 6 months' salary if holding a first probationary appointment or a Teacher Counsellor or Laboratory Instructor holding a probationary appointment, 12 months' salary if holding a second probationary appointment, and 1 month's pay for each completed year of service, to a minimum of 15 and a maximum of 20 months' salary if holding a tenured or continuing appointment.

Employees laid-off for academic reasons receive; 9 months' salary, 15 months' salary, and one month's pay for each completed year of service, to a minimum of 24 months and a maximum of 30 months' salary, respectively, depending on appointment held.

U.I.C. Premium
Rebate:

A joint study to be conducted on the feasibility of a partial rebate of Unemployment Insurance Commission premiums.

HEALTH AND WELFARE SERVICES

Riverside Hospital at Ottawa - Canadian Union of Operating Engineers (CCU): A 24-month renewal agreement effective from March 26, 1981 to March 25, 1983, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 26/81</u>	<u>Oct. 3/81</u>
	Increases	\$98 per month approx.	\$49 per month
	<u>Monthly Rates</u>		
	Press Operator 0-2 years	\$1,091-\$1,137 (\$994-\$1,039)	1,140-\$1,186
	R.N.A. 0-3 years	\$1,236-\$1,329 \$1,138-\$1,231)	\$1,285-\$1,378
	Receiver 0-4 years	\$1,245-\$1,470 (\$1,149-\$1,372)	\$1,294-\$1,519
	<u>Regular Part-time*</u> <u>Hourly Rates</u>		
	R.N.A. 0-3 years	\$7.58-\$8.15 (\$6.98-\$7.55)	\$7.88-\$8.45
	Effective	<u>Apr. 3/82</u>	<u>Oct. 9/82</u>
	Increases	\$81 per month approx.	\$33 per month approx.
	Press Operator 0-2 years	\$1,222-\$1,267	\$1,255-\$1,300
	R.N.A. 0-3 years	\$1,367-\$1,460	\$1,399-\$1,492
	Receiver 0-4 years	\$1,375-\$1,600	\$1,410-\$1,633
	<u>Regular Part-time*</u> <u>Hourly Rates</u>		
	R.N.A. 0-3 years	\$8.35-\$8.95	\$8.58-\$9.15

*Exclusive of 12% add-on in lieu of fringe benefits.

Probationary period is 90 calendar days, which may be extended with the written consent of the parties.

Overtime Pay: Time and one-half for the first 4 hours, and double time thereafter. (Previously, time and one-half for all overtime hours worked.)

Premium Pay: Time and one-half for the first 4 hours worked, and double time thereafter for employee required to work a 9th consecutive day, or an 8th consecutive day in the case of an employee on normal evening or night rotation of tours. (Previously, time and one-half for all hours worked.)

Bereavement Leave: 5 (1) days' paid leave to attend the funeral of a grandparent, 1 (5) days to attend the funeral of an uncle or aunt, and 1 day for a grandchild (new), after 6 months' service.

Health and Welfare: Extended Health Care - Employer pays 85% (75%) of premium costs

Meal Allowance (new): Employer provides free meal ticket for 4 or more hours' overtime.

Overtime Travel Allowance (new): Employer pays taxi fare when no buses are available after 12 midnight.

Victoria Hospital Corporation at London - Local 468, Office Employees (AFL-CIO/CLC):
A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>	<u>July 1/82</u>
	General Increases	12%	9%	2%
	Classification Adjustment*			
	Level 1 (File Clerk)	\$5.939-\$6.406 (\$5.303-\$5.720)	\$6.473-\$6.982	\$6.603-\$7.122
	Level 7 (includes Equipment Control Officer)	\$7.965-\$9.044 (\$7.112-\$8.075)	\$8.682-\$9.857	\$8.855-\$10.055

*Ward Clerks reclassified from Level 3 to Level 3 1/2.

Probationary period is 3 months' continuous full-time employment. Maximum rates are reached after 5 years for File Clerk and after 6 years for Equipment Control Officer.

Paid Vacation: 5 weeks after 20 (22) years' service.

Health and Welfare: Semi-Private Hospitalization - Effective the first billing period following March 17, 1981, employer pays 100% (75%) of premium costs.

Extended Health Care - Employer pays 75% (66 2/3%) of the billed rate.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (1,100 printing operations, non-supervisory employees):
An 18-month renewal agreement effective from December 22, 1980 to June 30, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Dec. 22/80	Sept. 28/81
	Average Increases	8.99%	8.66%
	Offset Machine Operator 1 OFO-2 (P.E.I., N.S., N.B., Que., Ont.)	\$3.70-\$9.49 (\$3.39-\$8.71)	\$4.11-\$10.53
	OFO-2 (Man., Sask., Alta.)	\$3.70-\$10.19 (\$3.39-\$9.35)	\$3.92-\$10.72
	OFO-2 (B.C.)	\$4.63-\$12.94 (\$4.28-\$11.97)	\$4.86-\$13.59
	Offset Machine Operator 4 OFO-25 (Man., Sask., Alta.)	\$3.70-\$10.57 (\$3.39-\$9.70)	\$3.92-\$11.12
	OFO-25 (B.C.)	\$4.63-\$13.45 (\$4.28-\$12.44)	\$4.86-\$14.12
Hours of Work:	35 or 37 1/2 per week, depending on location (unchanged).		
Night Shift Premium:	75¢ per hour. (Previously, 15% of hourly rate with maximum dependent upon occupational group).		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	3 weeks after 3 (4) years' service and 5 weeks after 23 (25) years. Also 2 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Health and Welfare:	<u>Sick Leave</u> - 1 1/12 (1) days per month in which employee receives pay for at least 10 (12) days. Up to 13 (12) days may be advanced to employees with at least 3 years of service.		

Government of Canada (Treasury Board) - Letter Carriers Union of Canada (CLC) (postal operations group, non-supervisory, external mail collection and delivery services) (21,000 employees): A 9 1/2-month renewal agreement effective from March 20, 1981 to December 31, 1981, with wages effective from April 1, 1981, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/81</u>
	General Increase	70¢
	Letter Carrier (0-2 years)	\$9.72-\$9.88 (\$9.02-\$9.18)
	Mail Service Courier Relief (0-1 year)	\$10.19-\$10.28 (\$9.49-\$9.58)
	Mail Service Courier-Heavy Vehicle (0-1 year)	\$10.53-\$10.62 (\$9.83-\$9.92)

Previous rates include 38¢ COLA fold-in.

Retroactivity - For the period January 1, 1981 to March 31, 1981, a lump sum payment of \$580 equivalent to 70¢ per hour. Part-time employees receive \$290.

Cost of Living Allowance: Effective January 1, 1981, quarterly adjustments of 1¢ per hour for each 0.26 point increase in the Consumer Price Index - 1971=100, triggered at 6% above the December 1980 level. (Previously, 1¢ per hour for each 0.35 point increase in the CPI - 1961=100.)

Hours of Work: 40 per week (unchanged).

Paid Lunch Period (new): 30 minutes per day.

Shift Premium: 72¢ (40¢) per hour.

Weekend Premium: 90¢ per hour (previously 60¢ per hour for work on Saturdays and 75¢ on Sundays).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1981, 5 weeks after 20 (25) years' service, 6 weeks (new) after 30 years and 7 weeks (new) after 35 years. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Health and Welfare: Sick Leave - 5 (3) days' consecutive leave without a medical certificate; 10 (7) days' uncertified leave per year.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new).

Boot and Glove Allowance: \$180 (\$155) per year for boots and \$15 (\$11) per year for gloves. Part-time employees receive 10¢ (8¢) per hour differential in lieu of a boot and glove allowance.

Government of Canada (Treasury Board) - Professional Association of Foreign Service Officers (Ind.) (950 employees): A 12-month renewal agreement effective from March 16, 1981 to March 15, 1982, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 16/81</u>
	Average Increase	9.47%
	<u>Annual Rates</u>	
	FS-1	\$21,177-\$29,204 (\$19,252-\$26,549)
	FS-2	\$28,733-\$41,540 (\$26,240-\$37,936)
	FS-3	\$40,867-\$54,361 (\$37,579-\$49,987)
Hours of Work:	37 1/2 per week (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	
Maternity Leave:	Employee will receive an allowance equal to 2 weeks UIC benefits (new).	

Government of Canada (Treasury Board) - Professional Institute (Ind.) (chemistry group): A 21-month renewal agreement effective from March 20, 1981 to December 21, 1982, with wages retroactive to December 22, 1980, covering 345 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>Jan. 22/82</u>
	General Increases	9.5%	9.7%
	CH-1	\$12,878-\$24,230 (\$11,761-\$22,128)	\$14,127-\$26,580
	CH-5	\$39,246-\$44,312 (\$35,841-\$40,468)	\$43,053-\$48,610
Hours of Work:	37 1/2 per week (unchanged). Upon request of an employee and the concurrence of the employer, an employee may complete his weekly hours of employment in a period of other than 5 full days, provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).		
Acting Pay:	Qualifying period is 15 consecutive working days (4 consecutive normal work weeks).		
Holiday Pay:	Double time (time and one-half) for work on a holiday.		
Paid Vacation:	5 weeks after 22 (25) years' service.		
Bereavement Leave:	Foster parent, common-law spouse resident with the employee, child of common-law spouse and stepchild are included in the definition of the immediate family.		

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new).

Leave With Pay for Family Related Responsibilities (new): Up to one-half day to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for the temporary care of a sick member of the employees' family.

Total leave with pay which may be granted will not exceed 5 days in a fiscal year (new).

Overtime Meal Allowance (new): \$4 after 3 hours' overtime and \$3 after a further 4 hours.

Severance Pay: 1 week's pay per year of service to a maximum of 27 weeks for an employee with more than 1 year of continuous service who is rejected on probation and a maximum of 28 weeks' pay for release for incapacity (new).

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (1,550 commerce group employees): A 9-month renewal agreement effective from April 1, 1981 to December 21, 1981, with wages retroactive to December 22, 1980, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 22/80</u>
	Average Increase	8.95%
	<u>Annual Rates</u>	
	CO - 1	\$22,157-\$29,477 (\$20,336-\$27,055)
	CO - 4	\$40,416-\$49,164 (\$37,095-\$45,124)

Hours of Work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days, the employee works an average of 37 1/2 hours per week (new).

Part-Time Employees (new): Employees whose normal scheduled hours of work are less than 37 1/2 per week shall be entitled to pro-rated benefits.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 22 years (all unchanged).

Bereavement Leave: Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).

Adoption - Maximum 26 weeks (new).

Care and Nurturing of Pre-School Age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Employer's Contribution to Pension and Benefit Plans - Will continue for Adoption leave and for 3 months of leave for Personal Needs. To maintain contributor status, employee must pay both employer's and employee share for balance of leave for Personal Needs and for Relocation leave.

Severance Pay: 1 week's pay per year of service to a maximum of 28 weeks, for an employee who is released for incapacity (new).

Overtime Meal Allowance: \$4 (\$3.50) after 3 hours' and \$3 (\$2.50) after 4 more continuous hours.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (2,705 primary products inspection employees): A 19-month renewal agreement effective from March 30, 1981 to October 26, 1982, with wages retroactive to October 27, 1980, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 27/80</u>	<u>June 27/81</u>	<u>Feb. 27/82</u>
General		8%	7.5%	7.5%
Increases				
PI - 1		\$15,793-\$18,350 (\$14,623-\$16,991)	\$16,977-\$19,726	\$18,250-\$21,205
PI - 3		\$19,204-\$21,506 (\$17,786-\$19,913)	\$20,650-\$23,119	\$22,199-\$24,853
PI - 6		\$26,053-\$29,283 (\$24,123-\$27,114)	\$28,007-\$31,479	\$30,108-\$33,840

Note: A new PI Grain Inspectors sub-group was established. As a result, the Canadian Grain Commission Differential is deleted and the additional 50¢ per hour will be applied to create the "conversion" rates for the PI Grain Inspectors.

A new minimum step PI - 1, March 30, 1981, \$14,750; June 27, 1981, \$15,856; February 27, 1982, \$17,045. Effective April 27, 1981, a new maximum step will be added to PI - 4 level.

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour.

Standby Pay: \$6 (\$5) per 8-hour period on a regular work day, \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.

Penelological Factor Allowance: Factor x 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.

The Maternity Leave Allowance, Leave with Pay for Family Related Responsibilities, Bereavement Leave, Leave without Pay and Severance Pay are the same as detailed for the commerce group on page 160.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (6,155 institutional care category employees): A 9-month renewal agreement effective from April 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/81</u>
	General Increases	9.5% plus 3¢ per hour
	<u>Weekly Rates</u>	
	Child Care Assistant 1	\$215.79 (\$195.97)
	Child Care Worker 1	\$299.11-\$317.45 (\$272.06-\$288.81)
	Child Care Worker 4	\$382.18-\$442.80 (\$348.03-\$403.39)
	<u>Hourly Rates</u>	
	Psychiatric Nursing Assistant 2 (similar to RNA)	\$7.63-\$8.05 (\$6.94-\$7.32)
	Ambulance Officer 4	\$9.39-\$9.98 (\$8.55-\$9.09)

Hours of Work: 36 1/4 or 40 per week (unchanged).

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (5,565 technical services category employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/81
General Increase 9% plus \$2.80 per week

Adjustments*

Weekly Rates

Technician 1, Traffic (40 hours per week)	\$220.36-\$245.28 (\$197.60-\$220.23)
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Library Technician 2 (36 1/4 hours per week)	\$252.07-\$282.55 (\$228.69-\$256.65)
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Technician 5, Radiation (36 1/4 hours per week)	\$441.16-\$511.67 (\$394.23-\$457.65)
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Vocational Training Supervisor 1 (36 1/4 hours per week)	\$573.04-\$704.84 (\$523.16-\$644.07)
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*Adjustments - Chemical, Physical, Field and Radiation Technicians (1-5) - 2%; Survey, Traffic and Resource Technician (1-3), Environmental Technician (1-4) and Highway Inspection Assistant (1-3) - 1%; Dental Hygienist - 15%.

Alignments - 13 classifications to receive special adjustments to have rates aligned with drafting or design classifications.

LOCAL ADMINISTRATION

Hamilton City Corporation and Regional Municipality of Hamilton-Wentworth - Local 5, Canadian Union of Public Employees (CLC) (700 outside employees): Two 24-month renewal agreements effective from January 16, 1981 to January 15, 1983, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 16/81</u>	<u>Jan. 16/82</u>
	General Increases	11%	10.5%
	Labourer	\$8.42 (\$7.59)	\$9.30
	Truck Driver	\$8.52 (\$7.68)	\$9.41

	<u>Jan. 16/81</u>	<u>Jan. 16/82</u>
Motor Mechanic	\$9.85 (\$8.87)	\$10.88
Hours of Work:	40 per week (unchanged).	
Shift Premium:	Effective March 31, 1981, 0-35¢-35¢ (0-33¢-33¢).	
Weekend Premium (new):	Effective March 31, 1981, 10¢ per hour. Effective January 16, 1982, 15¢.	
Paid Holidays:	11 1/2 days (unchanged).	
Paid Vacation:	5 weeks and 2 days after 23 (24) years' service, 5 weeks and 3 days after 24 (26) years, 5 weeks and 4 days after 26 (27) years and 6 weeks after 27 (28) years. Also 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 18 years and 5 weeks and 1 day after 22 years (all unchanged).	
Health and Welfare:	<u>Income Protection Plans</u> - The existing Cumulative Sick Leave Allowance Program is to be replaced by employer-paid Short Term and Long Term Disability Plans as soon as possible. The new plans will not be modified for a period of 2 years. <u>Short Term Disability Plan</u> - Pays from 70% of basic pay for 15 weeks to 100% of basic pay for 26 weeks. Maximum applies to employees with 25 years of service. Commencement of payment varies between the first to the fourth day of absence depending on the number of claims previously made during the calendar year. Any outstanding sick leave credit previously accumulated may be used to cover the waiting period, or to supplement a Workmen's Compensation Board award up to 100% of regular earnings. Employee continues to pay fringe benefit costs for up to 30 months. <u>Long Term Disability Plan</u> - Pays 66 2/3% of basic pay less any applicable income received from other insurance, disability, or pension plans. Total income not to exceed 80% of basic pay. <u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective in 1982, the 1982 ODA fee schedule.	
Unpaid Leave for Union Business:	Up to 40 (20) days per year.	
<u>Kingston City Corporation (including Rideaucrest Home for the Aged) - Local 141, Canadian Union of Public Employees (CLC) (inside employees):</u> A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 340 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.		
Wages:	<u>Effective</u>	<u>Jan. 1/81</u> <u>July 1/81</u>
	General Increases	60¢ 30¢

	<u>Jan. 1/81</u>	<u>July 1/81</u>
Group R-2-02 (includes Maid, Rideaucrest Home)	\$6.27-\$6.67 (\$5.67-\$6.07)	\$6.57-\$6.97
Group R-5-04 (includes RNA, Rideaucrest Home)	\$6.74-\$7.68 (\$6.14-\$7.08)	\$7.04-\$7.98
<u>Annual Rates</u>		
Group 3-03 (includes Typist I)	\$11,393-\$13,013 (\$10,301-\$11,921)	\$11,939-\$13,559
Group 9-5 (includes Maintenance Mechanic)	\$14,087-\$16,671 (\$12,995-\$15,597)	\$14,633-\$17,217
Group 13-9 (includes Planner I)	\$19,856-\$23,569 (\$18,764-\$22,477)	\$20,402-\$24,115

	<u>Jan. 1/82</u>	<u>July 1/82</u>
Effective		
General Increases	60¢	30¢
Group R-2-02	\$7.17-\$7.57	\$7.47-\$7.87
Group R-5-04	\$7.64-\$8.58	\$7.94-\$8.88

<u>Annual Rates</u>		
Group 3-03	\$13,031-\$14,651	\$13,577-\$15,197
Group 9-5	\$15,725-\$18,327	\$16,271-\$18,855
Group 13-9	\$21,494-\$25,207	\$22,040-\$25,753

Probationary period is 3 months. Maximum rates for Maid are reached after 12 months, for Typist I and Registered Nursing Assistant after 24 months, for Maintenance Mechanic after 36 months and for Planner I after 48 months.

Shift Premium: 0-35¢-35¢ (0-25¢-25¢).

Time off in Lieu of Overtime: Maximum accumulation 10 (6) days.

Paid Vacation: 5 weeks after 18 (20) years' service.

Health and Welfare: Long Term Disability - To be discussed. No further details available.

Dental Plan (new) - Effective July 1, 1981, employer pays 66 2/3% of premium costs for a plan equivalent to Blue Cross #7 plan. Payments are based on the 1980 Ontario Dental Association fee schedule.

Clothing Allowance: \$100 (\$60) per year for employees at Rideaucrest Home for the Aged.

Niagara Regional Board of Commissioners of Police - Police Association (Ind.) (575 police officers and 100 civilian employees): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82	July 1/82
General Increases		7%	7.2%	6%	4%

Annual Rates

Police Agreement

Cadet III	\$13,437.79 (\$12,558.68)	\$14,405.31	\$15,269.63	\$15,880.42
Constable 3rd Class	\$21,064.64 (\$19,686.58)	\$22,581.29	\$23,936.17	\$24,893.62
Constable 1st Class	\$25,277.57 (\$23,623.90)	\$27,097.59	\$28,723.45	\$29,872.39
Superinten- dent	\$40,990.17 (\$38,308.57)	\$43,941.46	\$46,577.95	\$48,441.07

Civilian Agreement

Jan. 1/81

July 1/81

Level 1 (includes Clerk Typist)	\$12,309.73-\$13,082.80 (\$11,504.41-\$12,226.92)	\$13,196.03-\$14,024.76
Level 9 (includes Accountant)	\$20,456.76-\$21,881.50 (\$19,118.46-\$20,285.58)	\$21,929.65-\$23,456.97

Jan. 1/82

July 1/82

Level 1 (includes Clerk Typist)	\$13,987.79-\$14,866.25	\$14,547.30-\$15,460.90
Level 9 (includes Accountant)	\$23,245.43-\$24,864.39	\$24,175.25-\$25,858.96

Hours of Work: 40 per week (unchanged).

Shift Premium: Police Officers - 0-15¢-25¢ (0-12¢-22¢); Civilian employees - 0-22¢-25¢ (0-22¢-22¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective January 1, 1982, 4 weeks after 11 (12) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 25 years (unchanged).

Health and Welfare: Dental Plan - In 1981, payments to be based on the 1980 (1979) Ontario Dental Association fee schedule. Effective in 1982, the 1981 ODA fee schedule.

Pension Plan: Early Retirement (new) - Employees with 30 years of service may retire without actuarial reduction to benefits regardless of age.

Plain Clothes Allowance: \$600 (\$500). Effective in 1982, \$700.

Soft Body Armour (new): Supplied at employer cost at the request of employee.

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC) (Public Works Department employees and office and clerical employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 452 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82
General Increases		85¢	10%
<u>Roads, Water Treatment and Pollution Control Units</u>			
Job Level 1 (includes Labourer)	\$7.56-\$7.94 (\$6.71-\$7.09)		\$8.32-\$8.73
Job Level 13 (includes Area Maintenance Man- Certified)	\$10.01-\$10.56 (\$9.16-\$9.71)		\$11.01-\$11.62
<u>Office and Clerical Units</u>			
Job Level 1 (includes Clerk Typist 1)	\$12,367-\$12,995 (\$10,820-\$11,448)		\$13,604-\$14,295
Job Level 10 (includes Systems Analyst/Programmer)	\$21,270-\$22,469 (\$19,723-\$20,922)		\$23,397-\$24,716

Probationary period is 45 regular shifts. Maximum rates for Labourer, Area Maintenance Man-Certified and Clerk Typist 1 are reached after 60 working days and for Systems Analyst/Programmer after one 3-month and one 9-month increase.

Paid Holidays: 1/2 day is added for a total of 12 days.

Health and Welfare: Extended Health Care - Effective July 1, 1981, maximum claim for eyeglasses is \$100 (\$75) per year per person.

Ottawa City Board of Commissioners of Police - Police Association Ltd. (Ind.) (545 employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	11.62%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$21,320.00 (\$19,100.85)
	Police Constable (1st Class)	\$27,000.00 (\$24,189.32)
	Senior Staff Sergeant	\$35,707.00 (\$31,990.15)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 20 working days after 10 (13) years' service. Also 15 after 1 year, 21 after 14 years, 22 after 15 years, 23 after 16 years, 24 after 17 years, 25 after 18 years and 30 after 25 years (all unchanged).

Health and Welfare: Life Insurance - Employer contributes \$22 (\$16) per month for single coverage and \$23 (\$17) for married.

Extended Medical Plan - Employer contributes \$2 (\$1.93) per month for single coverage and \$6.50 (\$4.41) for married.

Plain Clothes Allowance: \$650 (\$575) annually.

Meal Allowance: Breakfast \$3 (\$2); Lunch \$6.50 (\$4.25); Dinner \$10.50 (\$7.50).

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 209 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	11%	*10%
	Additional Adjustments	Some classification adjustments	
	Grade 2 (includes Labourer)	\$7.97 (\$7.18)	\$8.77
	Grade 9 (includes Carpenter)	\$9.63 (\$8.68)	\$10.59

*Subject to adjustment, depending on the recommendations of a joint study to integrate a Long Term Disability Plan with the present accumulative sick leave plan. Any savings to the corporation resulting from the decision for amendments to the plan will be added to the rate of the general increase in 1982. Any costs will be deducted.

Premium Pay: 20¢ per hour for labourers performing semi-skilled or certain special operations (new), including 20¢ (16¢) per hour for raking asphalt.

35¢ per hour for employees involved in arena winter start-up operations for 6, 7, 8, 9, or 10 consecutive days. (Previously, only for employees whose regular work schedule required them to work 6, or 7 consecutive days).

Paid Holidays: 1 floater holiday in lieu of Heritage Day is added for a total of 13 days.

Paid Vacation: 5 weeks after 18 (20) years' service.

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1981 ODA fee schedule.

ADDENDUM

September 1980 Settlements

PAPER AND ALLIED

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 92 and 1330, United Paperworkers (AFL-CIO/CLC) and Local 940, International Operating Engineers (AFL-CIO/CLC) (1,000 hourly rated employees):
Revisions entered into September 30, 1980 to current agreements ratified May 30, 1980 (previously reported in the May, 1980 report on page 285). Terms of agreements remain May 1, 1980 to April 30, 1983.

Wages:	Effective	May 1/80	May 1/81	May 1/82
General Increases		\$1.37	9.5%, minimum 90¢	\$1.00 minimum (see CBSR, May 1980)
Adjustments*				
	<u>UPIU-Fort Frances</u>			
Labourer		\$9.26 (\$7.89)	\$10.16	\$11.16
Swing Loader Operator		\$10.21 (\$8.79)	\$11.18	\$12.18

	<u>May 1/80</u>	<u>May 1/81</u>	<u>May 1/82</u>
Sr. Journeyman (includes Painter, Saw Filer)	\$12.42 (\$10.67)	\$13.60	\$14.60

*Effective May 1, 1980, 38¢ for "A" Journeyman and above, and positions in the steam plant at Kenora requiring a 3rd class ticket or higher and positions requiring a hoisting certificate; 5¢ for top operators. Effective May 1, 1981, an additional 5¢ for top operators.

Paid Vacation: Effective May 1, 1981, 3 weeks after 4 (5) years' service and 4 weeks after 9 (10) years.

Health and Welfare: Semi-Private Hospitalization - Effective October 1, 1980, employer pays the current monthly invoice of \$1 single/\$2 family. Increases in invoice to be covered by employees. (Previously, employees paid \$1.25 single/\$2.50 family).

Meal Allowance: \$4.25 (\$4).

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 771 and 490 Machinists (AFL-CIO/CLC) Locals 559 and 1744, Electrical Workers (IBEW) (AFL-CIO/CLC), Locals 238 and 306 Canadian Paperworkers (CLC) and Local 488, Office Employees (AFL-CIO/CLC): Six 24-month renewal agreements effective from May 1, 1980 to April 30, 1982, covering 679 employees, and one 24-month renewal agreement effective from June 1, 1980 to May 31, 1982, covering 30 office employees, settled at the conciliation officer stage and ratified in September, 1980. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>
General Increases		\$1.37	9.5%, 90¢ minimum
Skilled Trades Adjustment		38¢ for Journeyman A and above	

Additional Adjustment 25¢ per hour for Oiler

Machinists - Fort Frances Paper Division

Mill Labourer	\$9.26 (\$7.89)	\$10.16
Instrument Mechanic A-1	\$12.17 (\$10.42)	\$13.33
Senior Mechanic Journeyman (80% of trades)	\$12.42 (\$10.67)	\$13.60

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective May 1, 1981, 0-25¢-30¢.

Paid Vacation: 4 weeks after 10 (12) years' service. Effective May 1, 1981, 3 weeks after 4 (5) years, 4 weeks after 9 years and 5 weeks after 20 (22) years.

Vacation Credits - Time lost due to occupational injury is credited up to a maximum of 24 (12) months.

Health and
Welfare:

Semi-Private Hospitalization (new) - Effective October 1, 1980, employer pays \$2 per month family and \$1 per month single coverage.

Weekly Indemnity - Effective September 3, 1980, benefits being received by current recipients increase to reflect the general increase in the wage structure for those who went on claim May 1, 1980 or after and are still on claim September 3, 1980.

Long Term Disability - Effective September 3, 1980, any employee who receives benefits will not have their company-paid life insurance reduced. Employer will pay up to a maximum of \$5 per form toward the cost charged by Doctors for completing them (new).

Dental Plan - Effective October 1, 1980, payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan:

Past Service Credit - Effective May 1, 1981, \$13 (\$12) per month per year of service prior to October 1, 1964.

Meal Allowance:

\$4.25 (\$4) or a hot meal after 1 (2) hours' overtime plus an additional meal ticket or hot meal after 5 (6) hours.

Severance Pay:

2% (1 1/2%) of an employee's total earnings for his last full period of service without interruption due to lack of work.

December 1980 Settlement

CONSTRUCTION

Ontario Master Insulators' Association, Inc. (Maintenance Agreement) - Local 95, Asbestos Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 26, 1980 to October 25, 1982, covering 1,200 employees, settled at the post mediation bargaining stage and ratified in December, 1980. Duration of negotiations - 7 months.

Wages:	Effective	Dec. 8/80	May 1/81
	General Increases	\$1.14	86¢
	Mechanic - Zone 1	\$12.78 (\$11.64)	\$13.64
	Mechanic - Zone 2	\$12.22 (\$11.08)	\$13.08
	Mechanic - Zone 3	\$11.13	\$11.99

Overtime Pay
(Long-Term
Maintenance):

Double time after the first 4 (2) hours Monday though Friday.

Shift Premium (Long-Term Maintenance) (new): 0-60¢-75¢.

Reporting Pay: Minimum 4 hours' pay if employee has started to work his regular shift and work is not available. Minimum 8 hours' pay if the employee has worked more than 4 but less than 8 hours (new).

Standby Pay (new): Two hours' pay at doubletime, for each period of duty.

Industry Fund: Employer contributions 10¢ (8¢) per hour.

Living Allowance and Trust Fund (new): Employer contributes 10¢ per hour worked.

January 1981 Settlement

FOOD AND BEVERAGE

Shopsy's Foods Limited at Weston - Locals 175 and 633, Food and Commercial Workers* (AFL-CIO/CLC): A 24-month renewal agreement effective from January 15, 1981 to January 14, 1983, covering 225 employees, settled at the bargaining stage and ratified in January, 1981. Duration of negotiations - 2 months.

*Previously, the Canadian Foodworkers.

Wages:	Effective	<u>Jan. 15/81</u>	<u>Jan. 15/82</u>	<u>Apr. 12/82</u>
	General Increases	\$1.00	80¢	40¢
	Skilled Trades Adjustment	25¢ for Electrician, Mechanic A and B, Trimmer and Smokehouse Operator		
	<u>Full-Time Rates</u>			
	Light General Labourer	\$8.12 (\$7.12)	\$8.92	\$9.32
	Heavy General Labourer	\$8.32 (\$7.32)	\$9.12	\$9.52
	Electrician	\$10.92 (\$9.67)	\$11.72	\$12.12

Shift Premium: 0-45¢-50¢ (0-40¢-40¢).

Paid Vacation: 5 weeks after 18 (20) years' service.

Health and Welfare: Long Term Disability (new) - Plan provides benefits of 70% of basic earnings in conjunction with CPP. Payable after 26 weeks.

Pension Plan
(new):

Employer contributes 20¢ per hour worked.

February 1981 Settlements

PAPER AND ALLIED

Atlantic Packaging Products Limited at Scarborough - Local 466, Printing and Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from February 10, 1981 to February 9, 1983, covering 234 employees, settled at the bargaining stage and ratified in February, 1981. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 10/81</u>	<u>Aug. 10/81</u>
	General Increases	\$1.37	10¢
	Skilled Trades Adjustments	15¢ on the 12-month rate for Electrician Class I and Mechanic Class I	
	Take-off Help	\$6.93-\$7.85 (\$5.56-\$6.48*)	\$7.03-\$7.95
	Electrician Class 2	\$9.82-\$10.64 (\$8.45-\$9.27*)	\$9.92-\$10.74
	Effective	<u>Feb. 10/82</u>	<u>Aug. 9/82</u>
	General Increases	9.5%, minimum of 90¢	5¢
	Take-off Help	\$7.93-\$8.85	\$7.98-\$8.90
	Electrician Class 2	\$10.86-\$11.76	\$10.91-\$11.81

*Previous maximum rates reflect a 22¢ wage adjustment.

Probationary period is 60 days. Maximum rate for Take-off Help is reached after 6 months and for Electrician Class 2 after 1 year.

Hours of Work: Effective March 1, 1981, three 12-hour shifts in the Extrusion Division (new).

Shift Premium: Maximum 41¢ (new) in the polyethylene department.

Lead Hand
Premium: 35¢ (30¢) per hour.

Overtime Pay: Time and one-half for the first 8 (4) hours and double time thereafter for employees in the polyethylene department working on their scheduled day off.

Paid Holidays: 1 additional floating holiday is added for a total of 12 days.

Paid Vacation: 3 weeks after 5 (6) years' service, 4 weeks after 10 (15) years and 5 weeks (new) at 10% after 22 years. Effective February 10, 1982, 3 weeks after 4 years and 5 weeks after 20 years.

Bereavement Leave: Grand-parent is added for 1 day's paid leave to attend the funeral.

Health and Welfare: Life Insurance - \$4,000-\$14,000 (\$3,500-\$12,000), depending on length on service.

OHIP and Weekly Indemnity - Effective February 10, 1982, employer pays 100% (95%) of premium costs. Maximum weekly indemnity benefit increases to \$189 (\$177) per week in the first year.

Major Medical - Maximum benefit is \$10,000 (\$7,500) per year. Deductibles are \$25 single/\$35 family. 90%/10% co-insurance.

Long Term Disability - Maximum benefit increases to \$650 (\$600) per month. Effective February 10, 1982, \$720.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective February 10, 1982, the 1981 ODA fee schedule.

Pension Plan (new): Employer contributes 12¢ per hour worked per employee.

Clothing Allowance (new): \$120 per contract term for tow motor repair department mechanics for winter clothing.

Meal Allowance: \$3.50 (\$2.50) after 2 hours' unscheduled overtime. Effective February 10, 1982, \$400.

Safety Shoe Allowance (new): Employer contributes \$15 for all qualifying employees with 90 working days' service. Effective February 10, 1982, \$20.

Tool Allowance: \$100 (\$85) per year for skilled class maintenance mechanics and \$60 per year (new) for adjusters, with 1 year's service.

PETROLEUM AND COAL PRODUCTS

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 848, Energy and Chemical Workers* (CLC): A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, covering 225 employees, settled at the post conciliation bargaining stage and ratified in February, 1981. Duration of negotiations - 3 months.

*Previously, the Oil, Chemical and Atomic Workers.

Wages:	Effective	Feb. 1/81	Feb. 1/82
Adjustments		10¢ per hour for rates \$10.61 to \$10.97; 20¢ per hour for rate \$10.98 and above	

	<u>Feb. 1/81</u>	<u>Feb. 1/82</u>
General Increases	13 1/2%	12%
Regular Labour	\$8.89 (\$7.83)	\$9.96
Journeyman Mechanic	\$13.38 (\$11.59)	\$14.99
Senior Process Operator	\$14.47 (\$12.55)	\$16.21

Shift Premium: Employees assigned to a 7-day continuous operation and rotating on a three 8-hour shift basis receive 2% of hourly rate if working on "A" shift, 5% on "B" shift and 6% on "C" shift. Employees rotating on a two 12-hour shift basis receive 3% of hourly rate if working on day shift and 5.67% on night shift. (Previously, 5% on the second shift, 6% on the third shift and 7.3% on the 12-hour shift between 7:00 p.m. and 7:00 a.m.)

The two swing operators receive 5% for hours worked between 3:00 p.m. and 7:00 p.m. (new).

Overtime Pay: Effective February 1, 1982, double time for all overtime and premium time. (Previously, time and one-half depending on the hours worked. Double time for all other overtime hours worked.)

Paid Holidays: The third Monday of June in 1981 is added for a total of 11 days. In 1982, this day will be taken as a personal floater.

Paid Vacation: 3 weeks after 1 (3) years' service and 6 weeks (new) after 25 years.

Safety Shoe Allowance: Employer contributes \$35 (\$30) twice per year or \$70 (\$60) once per year.

HEALTH AND WELFARE SERVICES

Windsor Western Hospital Centre, Inc., (I.O.D.E. and Riverview Units) - Local 210, Service Employees International (AFL-CIO/CLC) (General Unit):
Two 24-month renewal agreements effective from April 1, 1980 to March 31, 1982, covering 389 employees, settled at the post conciliation bargaining stage and ratified in February, 1981. Duration of negotiations - 12 months.

Wages:	Effective	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
	General Increases	\$139 per month	\$130 per month
	<u>Monthly Rates</u> <u>(I.O.D.E. Unit)</u>		
	Housekeeping	\$1,008-\$1,053	\$1,138-\$1,183
	Maid	(\$869-\$914)	

	<u>Apr. 1/80</u>	<u>Apr. 1/81</u>
Orderly	\$1,137-\$1,210 (\$998-\$1,071)	\$1,267-\$1,340
Carpenter, Painter (Maintenance Man)	\$1,201-\$1,288 (\$1,062-\$1,149)	\$1,331-\$1,418

Probationary period is 60 calendar days. Maximum rates are reached after two 6-month increases.

The following provisions are effective February 18, 1981, for both Units unless otherwise stated.

Shift Premium:	Effective March 1, 1981, 0-\$1.85-\$1.85 (0-\$1.65-\$1.65). Effective April 1, 1981, 0-\$2.05-\$2.05.
Shift Change Premium (IODE Unit only) (new):	Time and one-half for all hours worked during the 16 hours minimum off duty requirement when changing shifts.
Overtime on a Paid Holiday:	2 1/4 (2) times regular salary.
Acting Pay (IODE Unit only):	\$30 per month (unchanged) plus 25¢ per hour (new), commencing the second day of performing management functions of a Department Head.
Paid Vacation:	Effective April 30, 1981, 3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years.
Crown Witness Pay (new):	Employer pays the difference between fees received and regular salary, plus shift premium, if applicable.
Health and Welfare:	Benefits continue for 4 weeks during a leave of absence, excluding pregnancy leave.
	<u>Drug Plan</u> - Effective March 1, 1981, employer pays 100% (66 2/3%) of premium costs.
	<u>Dental Plan</u> - Effective March 1, 1981, employer pays 75% (50%) of premium costs. Payments are based on the current or 1981 (1979) Ontario Dental Association fee schedule.
Meal Allowance:	Effective March 1, 1981, \$2.50 (\$2) per meal.

Negotiations in Progress during March 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
AC.F. Canada Ltd. (Carter Carburetor Div.), Bramalea	Machinists (AFL-CIO/CLC)	210	B
AE.L. Microtel Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	600	B
Acac Canada Products Ltd., Kingston	Steelworkers and Machinists (AFL-CIO/CLC) (production, maintenance and die shop empls.)	1,200	B
Arrow Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	850	B
Alifc Restaurants Ltd. (Toronto Dominion Centre), Toronto	Hotel Employees (AFL-CIO/CLC) (service empls.)	200	CO
Bots Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	CO
Binks Canada Ltd., Toronto	Teamsters (Ind.)	200	CO
Canada Forgings Ltd. (Canada Forging Plant and Drop Forge Plant), Welland	Auto Workers (CLC)	200	B
Canada Starch Co. Ltd. Cardinal	Retail, Wholesale Employees (AFL-CIO/CLC)	350	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	280	B
Canadian Blower/Canada Pumps Ltd., Kitchener	Steelworkers (AFL-CIO/CLC)	260	CO
Canadian Cannery Ltd., Burlington	Machinists (AFL-CIO/CLC)	202	WS
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	200	CO
Canadian Chromalox Co. Ltd., Toronto	Auto Workers (CLC)	439	B
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	B
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	368	PCB
Canadian Rock Salt Co. Ltd. (Ojibway Mine), Windsor	Auto Workers (CLC)	210	PCB

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,210	MED
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	ARB
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	680	B
A.R. Clarke and Co. Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	250	MED
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.)	300	CO
Cooper Energy Services Ltd., Stratford	Machinists (AFL-CIO/CLC)	249	B
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	570	B
Crouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	360	CO
Dobbie Industries Ltd. (Woolen and Fabric Div.), Cambridge	Nat'l. Council of Cdn. Labour (Ind.)	250	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	580	B
Dominion Bridge Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	343	PCB
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	250	MED
Dominion Forge Co. Ltd., Windsor	Auto Workers (CLC)	250	B
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
Domtar Inc., (Domtar Chemical Group. Sifto (R) Salt Div.), Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls., shipping and warehousemen)	214	PCB
Don-Ivan Associates Ltd. (Daisy Decorative Products), Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	242	CO

**Federal jurisdiction

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Chemical of Canada Ltd., arnia	Energy and Chemical Workers (CLC)	820	CO
ulate Canada Ltd., Hawkesbury nd Oshawa	Auto Workers (CLC) (hourly rated empls.)	740	PCB
Pont of Canada Ltd., Maitland	Energy and Chemical Workers (CLC)	600	B
ham Regional Municipality Homes for the Aged)	CUPE (CLC)	450	B
ham Regional Municipality Works Dept.)	CUPE (CLC)	230	MED
ctrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/ CLC)	323	B
sex County Roman Catholic eparate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	530	MED
bicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
bicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	B
lon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (CLC)	234	MED/WS
endicare Ltd. and other nursing are homes, Toronto and other entres	Service Employees (AFL-CIO/CLC) (non- medical full-time empls.)	1,740	B
ranti-Packard Ltd., (St. atharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	248	B
n Forsyth Co. Ltd., Kitchener nd Waterloo	Clothing and Textile Workers (AFL-CIO/ CLC)	600	B
r Seasons Hotel, Toronto	Laundry Workers (CLC) (service and maintenance empls.)	250	CO
f Canada Ltd., Clarkson Refinery, Mississauga	Energy and Chemical Workers (AFL-CIO/ CLC)	499	CO
ilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	B
ilton City Corp.	CUPE (CLC) (inside empls.)	490	B
ilton City Corp.	Fire Fighters (AFL-CIO/CLC)	412	B

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (office, clerical and technical empls.)	344	B
Hand Assn. of Sewer, Watermain and Road Contractors	Labourers (AFL-CIO/CLC)	500	B
Harbour Castle Hilton, Toronto	Laundry Workers (CLC)	800	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	580	PMB
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	520	PMB
Hilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	228	CO
Holmes Foundry (Foundry Div.), Sarnia	Auto Workers (CLC) (production, maintenance and service empls.)	200	B
I-T-E Industries Ltd. (Mississauga Operation)	Cdn. Operating Engineers (CCU)	260	MED
Interbake Foods Ltd., London	Millers (AFL-CIO/CLC)	750	CO
Kelsey-Hayes Canada Ltd. (Eureka Foundry), Woodstock	Auto Workers (CLC)	200	CO
Kingston and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	200	B
L.O.F. Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	226	PCB
Lancia Bravo Foods, Toronto	Food and Commercial Workers (AFL-CIO/CLC)	240	CO
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	MED
Liberty Furniture Ind. Ltd., Vaughan Twp. and Toronto	Steelworkers (AFL-CIO/CLC)	200	B
Lincoln County Board of Education	CUPE (CLC) (caretaking and maintenance empls.)	363	B
Lincoln County Board of Education	CUPE (CLC) (office empls.)	218	B
Thomas J. Lipton Ltd., Bramalea and Toronto	Millers (AFL-CIO/CLC)	215	CO
London City Corp.	CUPE (CLC) (inside empls.)	360	CO

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
London City Corp.	CUPE (CLC) (outside empls. and foremen)	555	C0
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300	B
London City Police Force	Police Assn. (Ind.)	457	B
Maritime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Commission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	780	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (office empls.)	610	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Apartment Builders Assn. (Apartments)	Labourers (AFL-CIO/CLC)	400	C0
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	C0
Metropolitan Toronto Separate School Board	CUPE (CLC) (office, clerical and technical empls.)	525	MED
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	285	B
National Grocers Co. Ltd., Inter-city	Teamsters (Ind.) (drivers, maintenance men and warehousemen)	382	B
National Research Council of Canada, Ottawa**	Employees' Assn. (Ind.) (clerical empls.)	355	B
L. Normick Inc. (Cochrane Div.), Cochrane	Carpenters (AFL-CIO/CLC)	275	C0
North Bay City Corp.	CUPE (CLC)	220	B
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Orton Co., Electric Furnace Plants, Niagara Falls	Chemical Workers (AFL-CIO/CLC)	340	B

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	327	MED
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Internes and Residents of Ont. (PAIRO) (Ind.)	2,600	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	ARB(R
Ontario Form Work Assn. (Residential Concrete Forming Contractors)	Form Work Council of Ontario (CLC)	1,200	CO
Ontario Government	Ont. Provincial Police Assn. (Ind.)	4,000	B
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	ARB
Ontario Government	OPSEU (NUPGE) (CLC) (clerical services category)	9,785	MED
Ontario Government	OPSEU (NUPGE) (CLC) (general operational services category)	4,455	ARB
Ontario Government	OPSEU (NUPGE) (CLC) (office services category)	8,400	MED
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	285	B
Ontario Produce Co. Ltd. (Ont. Food Div. of Oshawa Group Ltd.) Malton and Toronto	Teamsters (Ind.)	370	CO
Oshawa City Corp.	CUPE (CLC) (office, technical and clerical empls.)	230	CO
Oshawa City Corp. (Public Works)	CUPE (CLC)	226	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	B
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	815	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,600	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ottawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	ARB
Ottawa Area Ready Mix	Teamsters (Ind.)	300	CO
Ontario Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	ARB
Philips Electronics Ltd. (Strathroy Furniture Div.), Strathroy	Christian Labour Assn. (Ind.)	225	B
Pipe Line Contractors Assn. of Canada	Int'l. Operating Engineers (AFL-CIO/CLC)	375	B
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	400	B
Pipe Line Contractors Assn. of Canada	Plumbers (AFL-CIO/CLC)	200	B
Piretex Knitting Co. Ltd., Toronto	Cdn. Textile and Chemical Union (CCU)	225	CO
Princess Margaret General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	301	B
Princess Margaret Hospital, Toronto	CUPE (CLC) (professional empls.)	200	B
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	320	B
Robinsons of Pall Mall Canada Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	484	MED/WS
Rogers, Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	750	CO
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
Ryerson Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	ARB
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	B
St. Vincent Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/CLC)	400	CO

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Sangamo Canada (Div. of Schlumberger), Toronto	Machinists (AFL-CIO/CLC) (plant empls.)	560	B
Scarborough Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	424	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Sheraton Centre and other hotels, Toronto	Hotel Employees (AFL-CIO/CLC)	4,500	CO
Silverwood Dairies (Bathurst and 401 Branches), London	Teamsters (Ind.)	215	PCI
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	314	CO
Sklar Furniture Ltd., Whitby	Upholsterers (AFL-CIO/CLC) (hourly rated empls.)	625	WS
Standard Modern Tool Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC) (production and shipping empls.)	230	B
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	210	B
Sunbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	275	B
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	ARB
Toronto Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	2,760	MED
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	ARB
Toronto Metropolitan Catholic Children's Aid Society	CUPE (CLC)	202	B
Toronto Residential Low-Rise Forming Contractors Assn. of Metro Toronto and vicinity	Labourers (AFL-CIO/CLC)	600	CO
Toronto Sportswear Group	United Garment Workers (AFL-CIO/CLC)	340	B
Transit Windsor	Transit Union (AFL-CIO/CLC)	200	MED/W

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
-Town Nursing Home Ltd., Maileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	ARB
on Carbide Canada Ltd. (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC)	570	MED
iroyal Ltd. (Chemical Div.), Elmira	Steelworkers (AFL-CIO/CLC)	225	B
iversity Hospital, London	Service Employees (AFL-CIO/CLC)	310	CO
iversity of Ottawa	University Professors (Ind.)	850	B
iversity of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	685	B
iversity of Western Ontario, London	CUPE (CLC) (maintenance empls.)	330	B
ictoria Hospital and others, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	CO
yageur Colonial Ltd., Ottawa, Toronto and other centres**	Railway, Transport and General Workers (CLC)	436	CO
oco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	B
terloo Regional Police Force	Police Assn. (Ind.)	436	B
atherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	B
stinghamhouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC)	1,600	B
ston Bakeries (Dupont St. Plant), Toronto	Teamsters (Ind.)	400	CO
ndsor City Corp.	CUPE (CLC) (inside empls.)	540	B
ndsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
ndsor City Corp. (Public Works, Parks and Recreation Dept.)	CUPE (CLC)	380	B
ndsor City Police (Unit A)	Police Assn. (Ind.)	358	ARB
hn Wood Co., Toronto	Auto Workers (CLC) (production, maintenance and shipping empls.)	280	CO

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	B
York County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	CO
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	300	B
York University, Toronto	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	950	CO
Zehr's Markets (Div. of Zehrmart Ltd.) Guelph	Food and Commercial Workers (AFL-CIO/CLC)	400	CO
<u>More Than One Province</u>			
American Can of Canada Ltd., Hamilton and Simcoe, Ont. and Montreal, Que.	CLC-Chartered Locals (plant empls.)	1,400	B
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., English services div.)	1,250	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	CO
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (production unit empls.)	1,220	CO
Canadian Broadcasting Corp., Canada-wide**	Newspaper Guild (AFL-CIO/CLC)	505	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,445	B
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	CO
CP Air, system-wide**	Air Line Flight Attendants (CLC)	950	PCB
CP Air, system-wide**	Air Line Pilots (Ind.)	700	CO
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,225	B

**Federal jurisdiction

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,000	CB
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,295	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	CO
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (auditing group)	2,575	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, technical inspection and social science support groups)	5,135	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating, power and stationary non-supervisory and supervisory empls.)	2,855	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	27,390	ARB

Federal jurisdiction

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	14,500	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,690	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,500	CO
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (drivers, terminal and garage empls.)	1,050	CO
Provost Cartage, Que. and Ont.**	Employees' Assn. (Ind.)	650	CO
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	B
Soo-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	B
Wardair Canada, system-wide**	Air Line Flight Attendants (CLC)	605	B

**Federal jurisdiction

Negotiations in Progress during March 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1981

Employer and Location	Union	No. of Empls
AP Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	200
Canada Forgings Ltd. (Canada Forging Plant and Drop Forge Plant), Welland	Auto Workers (CLC)	200
Canada Starch Co. Ltd., Cardinal	Retail, Wholesale Employees (AFL-CIO/CLC)	350
Canadian Blower/Canada Pumps Ltd., Kitchener	Steelworkers (AFL-CIO/CLC)	260
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	439
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	680
Cooper Energy Services Ltd., Stratford	Machinists (AFL-CIO/CLC)	249
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	570
Dobbie Industries Ltd. (Woolen and Fabric Div.), Cambridge	Nat'l Council of Cdn. Labour (Ind.)	250
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	580
Du Pont of Canada Ltd., Maitland	Energy and Chemical Workers (CLC)	600
Greater Windsor Home Builders Assn.	Carpenters (AFL-CIO/CLC)	200
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240
Hotel Assn. of Metropolitan Toronto	Hotel Employees (AFL-CIO/CLC)	700
Kingston and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	200
London City Board of Education	CUPE (CLC) (custodians)	345
Metropolitan Toronto Apartment Builders Assn. (Apartments)	Labourers (AFL-CIO/CLC)	400
Metropolitan Toronto Apartment Builders Assn. (Housing)	Labourers (AFL-CIO/CLC)	200
Ontario Form Work Assn.	Form Work Council of Ontario	1,200
Philips Electronics Ltd. (Strathroy Furniture Div.), Strathroy	Christian Labour Assn. (Ind.)	225

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in April 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Pipe Line Contractors Assn. of Canada	Plumbers (AFL-CIO/CLC)	200
Pipe Line Contractors Assn. of Canada	Int'l. Operating Engineers (AFL-CIO/CLC)	375
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	400
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	320
Singamo Canada (Div. of Schlumberger), Toronto	Machinists (AFL-CIO/CLC) (plant empls.)	560
S. Mary's of The Lake Hospital, Kingston	Employees Assn. (Ind.)	200
Toronto and District Carpentry Contractors Assn.	Carpenters (AFL-CIO/CLC)	200
Toronto Residential Low-Rise Forming Contractors Assn. of Metro Toronto and vicinity	Labourers (AFL-CIO/CLC)	600
Toronto Sportswear Group	United Garment Workers (AFL-CIO/CLC)	340
Union Carbide Canada Ltd. (Carbon Metal Products), Welland	Electrical Workers (UE) (CLC)	570
University of Ottawa	University Professors (Ind.)	850
University of Western Ontario, London	CUPE (CLC) (maintenance empls.)	330
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305
Westinghouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC)	1,600
York University, Toronto	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	950

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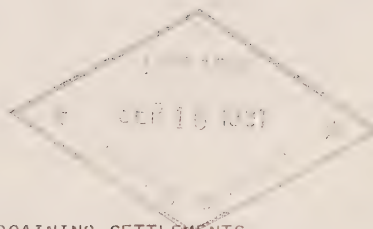
Travail
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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
& TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
& AND NEGOTIATIONS IN ONTARIO
April 1981

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in April 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in May 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

May 29, 1981

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Highlights

Tobacco Workers Settlements. A renewal agreement between Rothmans of Pall Mall Canada and Local 319-T of the Bakery, Confectionery and Tobacco Workers' International Union (BC&T), ratified in late April, was the last major contract due to be renegotiated in the 1980 round of bargaining in the Ontario tobacco products industry. The two-year agreement was settled in mediation following an 11-week work stoppage that began in early February. The primary issue in the dispute was the company's intention of establishing a continuous operation and a continental work week at its plant in Toronto and Quebec City. Other contentious matters included wages, vacation bonus days and paid holidays. In return for the introduction of the continuous run of machines during the rest and lunch periods, the company offered to reduce the work week from the present 35 hours to 32 hours worked over 4 days without loss of pay and to restructure the current job rates. The proposal included also an attractive fringe benefit package with a job security guarantee to most of the present workers.

Rothmans' workers in Quebec negotiated separately and went on strike in early March. They reached a tentative settlement four weeks later, but stayed off the job until the Ontario local settled. The new contracts were almost identical and included only a part of the proposed changes. The compromise settlements, alternately, followed the industry pattern established last August at Imperial Tobacco, a division of Imasco Ltd. The latter pact, covering Imperial's 780 plant and office employees in Guelph, was settled in direct bargaining and contained general wage increases of 14 per cent effective July 15, 1980 plus a further 11 per cent a year later. It also called for higher shift premiums, six weeks of paid vacations after 20 years' service and improvements in health and welfare benefits. In addition the parties agreed to establish a joint union-management committee to study the present job classification system, with resultant findings subject to 1982 negotiations. [See pp. 521-522 of the August 1980 issue of this report for more details of the Imperial Tobacco settlement.]

The Rothmans' agreement, covering 484 plant workers in Toronto, included a general wage increase of 15 per cent plus 3 cents per hour for restructuring of classifications (both implemented as of December 21, 1980), followed by 11 per cent next year. Other negotiated changes involved a semi-continuous run, a new vacation provision calling for six weeks after 25 years, and increased life insurance coverages.

In separate but related negotiations, Imperial Leaf Tobacco signed last November a renewal agreement with the Energy and Chemical Workers representing 400 production staff at the Imasco's Division in Aylmer. The three-year agreement was reached in post-conciliation bargaining and gave the seasonal workers a two-stage general wage increase totalling \$1 per hour each year. Apart from the initial increase of 80 cents, about 80 of the workers also received up to 15 cents per hour in reclassification adjustments. The new contract included improvements in benefits, comparable to those won by the Guelph B&CT unit, along with a new weekly indemnity plan effective in the second year, a provision the company in previous years refused to grant the seasonal workers employed at sorting, drying and cutting tobacco leaves during a six-month period starting in October. The prepared tobacco is later shipped to Imperial's plant in Guelph for processing into cigarettes or is exported to other countries. [See p. 723 of the November 1980 issue of this report for details.]

At Benson and Hedges (Canada), the third major tobacco firm in Ontario, a new settlement with its B&CT-represented production unit in Brampton was reached in mediation during a week-long strike staged in early June last year. The 252 workers accepted a two-year contract providing a total wage increase of 22.5 per cent and a new COLA clause which will activate during the second year if inflation exceeds the final 9.5 per cent raise scheduled for April 12, 1981. Also improved from the old contract were such items as shift premiums, bereavement leave, dental plan and safety shoe and tool allowances. [The settlement was reported on pp. 369-370 of the June 1980 issue of this report.]

Hospitality Industry Settlements. Two recently signed master settlements affected almost 4,500 members of two locals of the Hotel and Restaurant Employees International Union (HREU) working at 16 major hotels in Toronto and Ottawa. The larger of the new settlements involved 3,315 service and maintenance employees represented by HREU Local 75, formed following the June 1980 merger of Locals 299 and 254 which organized hotel and catering workers in the Toronto area. The negotiations were conducted jointly by the Toronto Hotel Employers Association, a voluntary organization acting on behalf of 9 hotels where previous agreements expired December 31, 1980. Two hotels, King Edward and Lord Simcoe, which participated in the last round of central negotiations, ceased operations in the fall of 1979, while three hotels which formerly bargained individually joined the group, bringing the number of its members to nine. The hotels involved were Delta's Chelsea Inn, Hampton Court, Inn on the Park, Loew's Westbury, Prince Hotel, two Ramada Inns, the Sheraton Centre and Westin (formerly Hotel Toronto). The negotiations were carried out jointly in order to achieve a larger degree of uniformity in the new common settlement. During the prolonged talks there was considerable disagreement between the parties over the contract term and monetary items, in particular in respect to general increases, red circle and apprentice rates, gratuities, overtime, banquet and "gold plate" employees, dress code, meals and paid vacations and holidays.

The memorandum of settlement was achieved with mediation assistance in early April and, following individual ratification votes at each of the hotels, produced a new agreement with an expiry date of January 31, 1984. The 37-month agreement included a total general wage increase ranging from 81 cents to \$1.97 per hour, depending on classification, to be implemented in three annual stages, on January 1. In percentage terms, the increases were worth about 12, 11 and 10 per cent over the 37 months for non-gratuity employees and 9, 7 and 6 per cent for those who receive tips. The settlement introduced a number of standard provisions, relating to probationary starting rates (up to \$1.00 below classification rates for the first 50 days worked), provincial minimum wages (all rates paid by the hotels to remain at least 15 cents in excess of legislated rates) and red circled rates in the food production and maintenance areas (hourly increase 40 cents per year). In addition, there was a number of new clauses dealing with paid vacations (4 weeks after 14 years of service), premium payments, gratuities, subcontracting, bereavement leave and jury duty. In the area of welfare benefits, the settlement introduced a standard employer contribution of 23 cents per hour worked to cover the cost of a Group Insurance Program administered jointly by a labour-management trust committee. The employers also agreed to pay 100 per cent of OHIP premiums for the present and new employees after one year of service and to increase paid sick leave from 5 days to 8 for employees with 5 years service.

A similar, but less generous first agreement between the same HREU local and Skyline Hotel Toronto was settled separately in direct talks and ratified April 30. The agreement covers about 450 employees and will expire April 30, 1984.

The other jointly negotiated settlement, between 7 Ottawa Hotels and HREU Local 261, was concluded in direct bargaining during a legal week-long strike. The 1,080 employees, working without a contract since last October 31, walked off their jobs to back wage demands of 13 to 15 per cent instead of the 9 to 11 per cent offered by the management. They also sought improved benefits and pensions and opposed management-proposed changes to the existing paid holidays provisions. The two-year settlement, approved by an overwhelming majority of the workers on February 7, provided annual wage increases of 12 per cent for workers who do not receive tips and 10 per cent for those who receive gratuities. It also included four weeks of paid vacation after 12 years' service, down from the previous 14, and standardized some of the health and welfare provisions. In addition, all hotels which did not provide a pension plan agreed to implement one effective May 1, 1982 and to contribute 5 cents per hour worked toward the coverage cost. [See pp. 84-85 of the February issue of this report for details.]

Terms of the master settlements will most likely be extended to cover other hotels in the two major Ontario centres, as well as to expedite the outstanding 1981 negotiations. The significant ones include 700 beverage room employees and 400 extra-waiters (part-time) under two HREU master contracts with the Toronto Hotel Association due April 30 and December 31, 1981, respectively; 1,250 service and maintenance employees covered by separate agreements between the Laundry Workers Local 351 and Four Seasons Yorkville Hotel and Harbour Castle Hilton in Toronto, expiring March 27 and June 15; and 260 members of the Railway, Transport and General Workers Local 270 at the Chateau Laurier Hotel in Ottawa, where the current contract is scheduled for renewal June 30, 1981.

Police Settlements. Collective agreements due to be renegotiated this year by major police forces in Ontario involved almost 10,000 members of various locals of the Police Associations in 11 municipal centres and 3,850 members of the Ontario Provincial Police. All of the municipal contracts expired on December 31, 1980, while the OPP agreement opened up three months later. Influenced by two early settlements concluded last fall by the 5,300-strong Metropolitan Toronto Police Force and the 650-member Hamilton-Wentworth Police Force, the other 9 units went to the bargaining table almost immediately after completing previous rounds of talks. Included in their bargaining objectives were proposals for pay parity with the Toronto and Hamilton policemen, amounting in most instances to an increase of about 15 per cent over one year.

The 1981 Toronto contract called for a general salary increase of 12.36 per cent, giving a first class constable an annual salary of \$27,000. The two-year Hamilton-Wentworth agreement provided a two-stage increase of 15 per cent in 1981 plus a further 10 per cent on January 1, 1982, resulting in a comparable salary of \$27,102 as of July 1, 1981 and \$29,812 six months later. [See pp. 627 and 774 of the September and November 1980 issues of this report for more details of the two settlements.] In a major departure from past practice, all but two of the remaining 9 municipal units agreed to accept agreements of a two-year duration terminating December 31, 1982, four of them in direct bargaining and three in conciliation. The two traditional

12-month agreements, ending in December 1981, were concluded in Ottawa at the bargaining stage and in Windsor, where an arbitral award was handed down in June. In the latter city the binding arbitration was applied for after the parties failed to reach terms for the 1981 contract. At that stage the management offered a 7 per cent salary increase while the association proposed about 15 per cent over one year to keep up with police salaries in Toronto. The eventual award granted the 375 police officers a two-stage general salary increase of 9.5 and 4.7 per cent, which gave a first class constable the sought salary of \$27,000 per annum by July 1, 1981.

The 1981 salary increases negotiated or awarded this year, when compounded, ranged from 14.2 per cent in Niagara and Windsor to 16.5 per cent in London. However, with the exception of Ottawa, the increases in all of the remaining 8 areas were implemented in two stages, with the second instalment of 4.7 to 7.2 per cent due in July, producing final 1981 salaries for a first class constable of \$27,000 to \$27,115. The second year of the 7 longer-term agreements provided increases of 10 to 10.5 per cent as of January 1, 1982, with the exception of Niagara Region, where the initial raise of 6 per cent was followed by 4 per cent in July. In effect the 1982 salaries of a first class constable in the major Ontario centres will range between \$29,795 and \$29,939.

The new agreements also brought changes in a number of fringe benefits, such as lower vacation eligibility requirements or longer vacation periods for long-service employees. Other items improved upon from the previous contracts included better welfare and pension benefits, increased shift premiums and court attendance payments, as well as higher meal, clothing, cleaning and travel allowances.

Finally, the OPP pact was reached in direct bargaining and was ratified by a 61 per cent majority of the voting members in mid-April. The 21-month agreement granted a first class constable a two-stage salary increase totalling about 12.8 per cent over the initial 9 months plus a further 10 per cent for the final 12 months. The increase gave the constables an annual salary of \$27,091 in July 1981 and \$29,825 in 1982. Included in the settlement were higher shift premiums and improved vacation provisions, with a one-time vacation bonus of 5 days upon completion of 25 years of service. Among other changes were new provisions for a \$100,000 lump sum benefit for survivors of officers killed on duty, a three-month study into the value of two-member patrols, and for body armor for every policeman (a first provision for employer-supplied soft body armor was negotiated earlier in March by the Niagara Regional Force).

The remaining two major Ontario municipal boards of police, in Thunder Bay and Sudbury, each employing about 220 officers, have current two-year agreements which do not expire until the end of 1981. Under the terms of these contracts a first class constable in these two cities is now paid \$25,700 and \$25,334 per annum, respectively.

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FOOD AND BEVERAGE

F.G. Bradley Co. Ltd. at Toronto - Local P-709, Food and Commercial Workers*

(AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 210 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

*Previously, the Canadian Foodworkers.

Wages:	Effective	Mar. 1/81	Mar. 1/82
	General Increases	11%	11%
	Bracket 0 (includes General Labour)	\$8.30 (\$7.48)	\$9.21
	Bracket 17 (Maintenance Electrician)	\$10.10 (\$9.10)	\$11.21
	New employees receive 25¢ less per hour until completion of a 90 calendar day probationary period (new).		
Shift Premium:	0-40¢-40¢ (0-25¢-25¢).		
Lead Hand Premium:	50¢ (25¢) per hour.		
Paid Vacation:	4 weeks after 11 (12) years' service, 5 weeks after 18 (20) years and 6 weeks after 25 years (new).		
Bereavement Leave:	3 (2) days' paid leave to attend the funeral of a mother-in-law and father-in-law.		
Health and Welfare:	<u>Long Term Disability</u> - Effective May 1, 1981, pregnancy exclusion is removed.		
	<u>Major Medical</u> - Effective May 1, 1981, maximum claim for eyeglasses is \$70 per 24-month period for employees and dependants, and \$150 for prescribed contact lenses (new).		
	Effective May 1, 1981, licensed convalescent care facility is added to the plan.		
	<u>Dental Plan</u> - Effective May 1, 1981, maximum benefit increases to \$750 (\$500) per year. A denture plan is added on a 50%/50% co-insurance basis.		
Pension Plan:	<u>Basic Benefit</u> - Effective May 1, 1981, benefit increases to 50% (40%) of contributions.		
Meal Allowance:	\$3.50 (\$2.50) after 10 hours work on a regular work day, and after 5 hours on a non-scheduled day, plus a second meal after 13 hours.		
Safety Shoes (new):	Employer provides safety shoes for all employees.		

Uniform Allowance: Employer pays full cost for Drivers' uniforms on a trial basis, and full cost (\$80 per year) for uniform maintenance.

Severance Pay: Employee receives 1 week's pay per year of service in the event of a department or plant shutdown (new).

Dominion Dairies Limited (Toronto Plants, Distribution and Maintenance Departments)

Local 647, Teamsters (Ind.): A 36-month renewal agreement effective from January 1, 1981 to December 31, 1983, covering 38 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 1/81	Apr. 17/81
General Increase		\$1.00	
Additional Adjustments			15¢ per hour for certain classifications 25¢ per hour for Electrician/Maintenance Mechanic; \$10 per week for Garage Mechanic with a Class "A" Driver's Licence
Upgrading Adjustments			\$1.20 per hour for Maintenance Lead Hand and Mechanics
General Labour		\$8.94 (\$7.94)	\$8.94
Electrician/Maintenance Mechanic		\$9.6525 (\$8.6525)	\$11.1025
<u>Weekly Rates</u>			
Wholesale Driver (Ice Cream)		\$387.60 (\$347.60)	\$387.60
Effective		Jan. 1/82	Jan. 1/83
General Increases		\$1.00	\$1.25
Additional Adjustments		10¢ per hour for Building Maintenance, Painter, Stockroom Keeper, Oiler, Mechanic's Helper and Greaser, Garage Stock Room; \$15 per week for Garage Mechanic with a Class "A" Driver's Licence	10¢ per hour for Building Maintenance, Painter, Stockroom Keeper, Oiler, Mechanic's Helper and Greaser, Garage Stock Room

	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
General Labour	\$9.94	\$11.19
Electrician/ Maintenance Mechanic	\$12.1025	\$13.3525
<u>Weekly Rates</u>		
Wholesale Driver (Ice Cream)	\$427.60	\$477.60
Cost of Living Allowance:	1¢ per 0.5 point change in the Consumer Price Index - 1971=100. Adjusted quarterly. Capped at 85¢ (37.5¢) per hour in the first year, \$1.10 (50¢) in the second year and \$1.35 (62.5¢) in the third year.	
Shift Premium:	Effective January 1, 1982, 30¢ (27.5¢) per hour.	
Maintenance Lead Hand Premium (new):	Effective April 17, 1981, 25¢ per hour.	
Working Foreman Premium:	Effective April 17, 1981, 50¢ (25¢) per hour. Effective January 1, 1982, 60¢. Effective January 1, 1983, 65¢.	
Tractor-Trailer Premium:	Effective April 17, 1981, \$10 (\$5) per week. Effective January 1, 1982, \$15.	
Overtime Pay:	Time and one-half after 8 (9) hours per day for wholesale drivers.	
Paid Holidays:	1 floating holiday is added for a total of 12 days.	
Paid Vacation:	4 weeks after 12 (14) years' service, 5 weeks after 20 (24) years and 6 weeks (new) after 30 years.	
Bereavement Leave:	Common-law spouse is added for up to 3 days' paid leave.	
Health and Welfare:	<u>Long Term Disability (new)</u> - Effective January 1, 1982, employer contributes \$1.50 per employee per week to a fund.	
	<u>Dental Plan</u> - Effective May 1, 1981, Blue Cross Dental Plan 9 (7) or its equivalent is implemented.	
Pension Plan:	<u>Employer Contribution</u> - Effective May 1, 1981, \$10 (\$6.50) per person per week. Effective January 1, 1982, \$11. Effective January 1, 1983, \$14.	
Car Allowance:	Effective April 17, 1981, \$10 (\$5) per trip for garage mechanics using their own cars on service calls.	
Meal Allowance:	\$2 (\$1.50) after 2 hours' overtime, \$4 (\$3) after 4 hours and \$6 (new) after 6 hours.	
Tool Allowance:	\$130 (\$120) per year. Effective in 1982, \$150.	

Transportation Allowance: \$4.50 (\$3.50) per trip or taxi fare (unchanged) if required to report to the Gary Ray Drive location.

Uniform Allowance: Employer pays 100% (75%) of the cost for drivers.

Donlands Dairy Co. Ltd., Guelph Division and Toronto Division - Local 647, Teamsters (Ind.): One 24-month renewal agreement effective from January 1 1981 to December 31, 1982, covering 267 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/8</u>
General Increases		\$1.00	\$1.00
Additional Adjustments		Guelph employees received wage parity with Toronto	
Skilled Trades Adjustments		25¢ for Maintenance and Garage Mechanics	
Upgrading Adjustments		15¢ for Shippers and Loaders	
Storage Man		\$8.84 (\$7.8475)	\$9.84
Electrician-provincially certified		\$10.59 (\$9.273)	\$11.59
<u>Weekly Rates</u>			
Wholesale Route Salesmen (Routes over 14,000 weekly points - per week)		\$385 (\$342.40)	\$425

Cost of Living Allowance: 1¢ per 0.5 point change in the Consumer Price Index - 1971=100. Adjusted and paid quarterly (unchanged). Capped at 75¢ (62 1/2¢ per hour in the first year and \$1.00 in the second year.

Overtime Pay: Time and one-half for the first 2 hours overtime, double time for the next 6 hours and triple time thereafter for inside employees (previously time and one-half for all overtime hours).

Employees required to work their day off, in a week in which a statutory holiday occurs receive the same pay as above. (Previously, time and one-half or one-half day's pay plus a day off in lieu.)

Call-Back Pay: Time and one-half for the first 4 hours and double time for the next 4 hours. (Previously, a minimum of 4 hours and a maximum of 8 hours at time and one-half).

Standby Pay: \$35 (\$10) per weekend.

Paid Holidays: 1 floating day is added in each year for a total of 13 days.

Paid Vacation: 4 weeks after 12 (14) years' service, 5 weeks after 20 (24) years and 6 weeks (new) after 30 years.

Bereavement Leave: Brother-in-law, sister-in-law and common-law spouse are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$7,500 (\$5,000) coverage. Effective January 1, 1982, \$10,000.

Life Insurance for Retirees (new) - \$3,000 coverage. Effective January 1, 1982, \$4,000.

Long Term Disability (new) - Effective June 1, 1981, employer pays 100% of premium costs for a plan providing benefits of 60% of normal gross earnings with full CPP primary offset, commencing the 40th week of disability

Dental Plan - Blue Cross Dental Plan No. 9 (7), or its equivalent is implemented. Payments are based on the current Ontario Dental Association fee schedule.

Pension Plan: Employer contributes \$15 (\$12) per week.

Safety Shoe Allowance: \$45 per year. (Previously, employer paid 100% of the cost for 1 pair of approved boots per year.) Drivers receive 1 additional pair of insulated boots up to a maximum cost of \$50.

Tool Allowance: \$170 (\$120) per year.

Severance Pay: 1 week's pay per year of service up to 20 years' service and 2 weeks' pay per year of service thereafter. (Previously, 2 days' pay per year of service after 2 years).

Silverwood Dairies, Division of Silverwood Industries Ltd. (Bathurst and 401 Branches) at London - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 215 employees, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	\$40 per week	\$40 per week
	Upgrading Adjustment	\$2-\$10 per week for some classifications	
	Classification Adjustments	*\$24 extra minimum wage guarantee for new Wholesale Services (Milk) Driver	

	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	Some restructuring and additions to the wage schedule	
Packer	\$287.93-\$295.93 (\$247.93-\$255.93)	\$327.93-\$335.93
Auto Mechanic Class "A"	\$343.00 (\$294.93)	\$383.00
Wholesale Services (Milk) Driver	\$353.00 (\$306.93)	\$393.00
Refrigeration/ Class "A" Mechanic (new)	\$358.00	\$398.00
*New employees in the Wholesale Services (Milk) Driver category receive the minimum wage guarantee rate only.		
Maximum rate for Packer is reached upon completion of the 60-calendar day probationary period.		
Cost of Living Bonus:	Effective December 1, 1981, \$350. Effective April 1, 1982, \$300. Effective December 1, 1982, \$350.	
Hours of Work:	4 ten-hour days (5 eight-hour days) per week with Sunday and 2 other days off on a rotating basis for Wholesale Services (Ice Cream) Driver.	
Night Shift Premium:	Effective January 1, 1982, \$13 (\$11) for employee who works from 7 p.m. to 12 midnight for 2 nights or more in a week.	
Overtime Pay:	Time and one-half plus commission for Wholesale Services (Ice Cream) Driver who works over 11 hours in a day or 40 hours in a week. (Previously, straight time hourly rate plus commission for over 44 hours worked per week).	
	Time and one-half plus commission (\$6 per hour) for driver required to make special deliveries after completing his route.	
Premium Pay:	Effective January 1, 1982, \$20 (\$6) per week for employee performing Saturday night clean-up work.	
	Employee relieving on 2 or more positions for 4 hours or more receives the higher rate of pay (new).	
	Driver receives regular rate of pay at time of breakdown or delay. (Previously, \$6 per hour, providing total work day exceeds 9 hours).	
Call-in Pay:	8 (6) hours' work at time and one-half when called into work on a regular day off.	

Holiday Pay: Double time. (Previously, time and one-half plus holiday pay or 1/2 regular rate plus holiday pay and a day off in lieu. Salesman received the average of his wages for the 3 weeks previous to the statutory holiday, or the earnings of his route, whichever was greater).

An employee laid off in the 30 days preceding the scheduled day off receives payment for the day (new).

Paid Holidays: Effective January 1, 1982, 1 floating day is added for a total of 11 days.

Paid Vacation: 4 weeks after 13 (14) years' service, and 5 weeks after 22 (23) years. Effective January 1, 1982, 4 weeks after 12 years, 5 weeks after 21 years, and 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance - \$7,500 (\$5,000) coverage. Effective January 1, 1982, \$10,000 coverage.

Vision Care (new) - Effective January 1, 1982, maximum claim for eyeglasses is \$60 every 24 months.

Long Term Disability (new) - Effective January 1, 1982, to be integrated with existing weekly indemnity plan. Employer pays \$7.50 per month per employee toward the cost of premiums. Employee receives 66 2/3% of earnings up to the UIC maximum to age 65.

Dental Plan - Payments are based on the 1981 (1976) Ontario Dental Association fee schedule.

Meal Allowance: \$4 (\$3).

Safety Boot and Shoe Allowance: Employer pays a maximum of \$45 per year. (Previously, employer provided all boots and safety shoes).

Union Negotiating Committee: Retroactive pay to January 1, 1981, for time spent in negotiations.

Weston Bakeries Limited at Toronto - Local 647, Teamsters (Ind.) (production employees): A 22-month renewal agreement effective from March 5, 1981 to December 31, 1982, covering 400 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages	Effective	Mar. 6/81	Jan. 1/82
General Increases		\$1.10	\$1.00
Additional Adjustments		Some classification adjustments 20¢ for Lubricator/ Inspector (Maintenance Man); 25¢ for Maintenance Mechanic A	

	<u>Mar. 6/81</u>	<u>Jan. 1/82</u>
Code 45 (Production Help)	\$8.62 (\$7.52)	\$9.62
Code 50 (Maintenance Mechanic A)	\$10.56 (\$9.21)	\$11.56

Previous rates reflect a 25¢ Inflation Allowance fold-in.

Students, part-time and seasonal employees, who are excluded from the agreement terms, are paid \$5.40 (\$5) per hour. Employees required to operate machinery receive an extra 55¢ (50¢) per hour. Effective January 1, 1982, \$5.80 and 60¢ respectively.

Inflation Allowance: Deleted.

Night Shift Premium: 45¢ (30¢) per hour worked on shifts between 6 p.m. and 6 a.m. Effective January 1, 1982, 55¢.

Paid Vacation: 4 weeks after 11 (12) years' service. Effective January 1, 1982, 4 weeks after 10 years.

Vacation Pay: 12% after 30 years' service (new).

Attendance Bonus: \$50 per quarter plus a further bonus of \$50 for a full years attendance, for a maximum of \$250 per year.

Health and Welfare: Weekly Indemnity - Benefit is 60% of earnings up to the UIC maximum (previously \$140 per week). Payable on a 1-4-39 (1-4-26) basis.

Vision Care (new) - Effective January 1, 1982, maximum claim for eyeglasses is \$100 every 2 years per employee.

Dental Plan - Effective June 1, 1981, Blue Cross Dental Plan No. 9 (7) is implemented, based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, payments are based on the 1981 ODA fee schedule, and Rider No. 4, which includes major restorative work is added on a 50%/50% co-insurance basis.

Meal Allowance: \$3 (\$2.50) after 10 (12) hours' work.

Equipment Replacement Allowance: Employer pays 75% of cost up to a maximum of \$150 (\$100) per year, for mechanics and maintenance men. Effective January 1, 1982, maximum is \$200 per year.

Safety Shoe Allowance: Employer pays \$55 (\$30) for 1 pair per year plus \$55 for a second pair if the first is damaged beyond repair in the performance of work. Effective January 1, 1982, \$60.

Severance Pay: 3 (2) weeks' pay after 4 years' service. 6 (4) weeks after 8 years, 9 (6) weeks after 12 years, 12 (8) weeks after 16 years, and 15 (10) weeks after 20 years.

Canada Starch Company Limited at Cardinal - Local 483, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 36-month renewal agreement effective from April 16, 1981 to April 15, 1984, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 7/81</u>	<u>Apr. 15/82</u>	<u>Apr. 15/83</u>
General Increases		12%	11%	10.5%
Additional Adjustments		Some classification adjustments		
General Labour (Rate 1)		\$8.20 (\$7.26)	\$9.10	\$10.06
Journeyman Mechanic Grade 3 (Rate 10)		\$10.29 (\$9.11)	\$11.42	\$12.62

Previous rates reflect a 37-cent COLA fold-in.

Cost of Living Allowance: 1¢ per 0.45 point rise in the Consumer Price Index - 1971=100. Triggered at 3%. Effective August 1, 1982, capped at 14¢ per hour for each of the first two semi-annual adjustment periods, and at 16¢ for the last two. (Basic formula is unchanged. Previously, capped at 10¢ and 12¢).

Weekend Overtime Pay: Time and one-half for all hours worked on Saturday (new) and Sunday (unchanged).

Holiday Pay: Double time (time and one-half) for all hours worked on New Year's Day, Christmas Day and Labour Day.

Paid Vacation: 6 weeks (new) after 30 years' service.

Sick Pay: Maximum benefit increases to \$235 (\$175) per week for 26 weeks.

Health and Welfare: Life Insurance - \$15,000 (\$14,000) coverage.

A.D.& D. - \$7,500 (\$5,000) coverage.

Long Term Disability - Benefit increases to \$750 (\$600) per month.

Pension Plan: Basic Benefit - Pension benefits increase \$70 for all employees.

Early Retirement - Employee may retire at age 63 (65) with no actuarial reduction in pension benefits.

Severance Pay (new): Employee receives \$200 for each year of service.

Thomas J. Lipton Limited at Bramalea - Local 327, Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 16, 1981 to February 15, 1983, covering 215 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Feb. 16/81	Aug. 16/81	Feb. 16/82
General Increases		81¢	19¢	10%
General Labour		\$6.92 (\$6.11)	\$7.11	\$7.82
Electrician		\$10.17 (\$9.36)	\$10.36	\$11.40
Senior Electronic Electrician		\$10.46 (\$9.65)	\$10.65	\$11.72
Shift Premium:	0-25¢-32¢ (0-24¢-30¢). Effective February 16, 1982, 0-26¢-33¢.			
Sanitation Shift Premium:	44¢ (42¢) per hour. Effective February 16, 1982, 45¢ per hour.			
Health and Welfare:	<u>Life Insurance for Retirees</u> - \$1,500 (\$1,000) coverage. <u>Weekly Indemnity</u> - Effective February 16, 1982, benefit increase to 70% (66 2/3%) of weekly earnings. <u>Vision Care (new)</u> - Employer pays 100% of premium costs. Maximum claim is \$50 per family member every 2 years. <u>Dental Plan</u> - Employer pays 85% (80%) of premium costs and 100% of the cost of adding orthodontic coverage.			
Safety Shoe Allowance:	\$37.50 (\$35) per year.			
Tool Allowance:	\$50 per year for mechanics and electricians (new).			
Tool Insurance (new):	Maximum coverage is \$400 for complete loss.			

TOBACCO PRODUCTS

Rothmans of Pall Mall Canada Limited at Toronto - Local 319T, Bakery and Tobacco Workers (AFL-CIO/CLC) (plant employees): A 24-month renewal agreement effective from December 21, 1980 to December 20, 1982, covering 484 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Dec. 21/80	Dec. 21/81
General Increases		15%	11%
Reclassification Adjustments		3¢ compounded for Groups 3 to 13; average 5% for tradesmen	
Group I (includes General Rework)		\$8.22 (\$7.15)	\$9.12

	<u>Dec. 21/80</u>	<u>Dec. 21/81</u>
Group 8 (includes Warehouse Attendant)	\$10.81 (\$9.22)	\$12.00
Electrician (maximum)	\$13.44 (\$11.58)	\$14.92

Paid Vacation: 6 weeks (new) after 25 years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage.
Life Insurance for Retirees - \$10,000 (\$7,500) coverage.

RUBBER AND PLASTICS PRODUCTS

United Tire & Rubber Mfg. (Toronto) Ltd. at Cobourg - Local 973, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1981 to April 30, 1984, covering 249 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>	<u>May 1/83</u>
General Increases		50¢	30¢	20¢
COLA Advances		20¢	15¢	15¢
Booker		\$8.25-\$8.43 (\$7.75-\$7.93)	\$8.55-\$8.73	\$8.75-\$8.93
Journeyman		\$9.69-\$10.10 (\$9.19-\$9.60)	\$9.99-\$10.40	\$10.19-\$10.60

Previous rates reflect \$1.50 COLA Fold-in.

Probationary period is 90 calendar days. Maximum rates are reached after three 2-month increases.

Cost of Living Allowance: 4 quarterly adjustments of 1¢ per 0.3 change in the average Consumer Price Index-1971 = 100, starting August, 1981 using March, 1981 to May, 1981 as the base.

Effective in the second year, 4 quarterly adjustments of 1¢ per 0.26 change in the CPI. Base period is March, 1982 to May, 1982.

Effective in the third year, 3 quarterly adjustments of 1¢ per 0.26 change in the CPI. Base period is March, 1983 to May, 1983.

COLA Advance - To be recovered by equal installments of 5¢ per quarter from subsequent COLA adjustments.

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: 4 weeks after 12 years' service (new).

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$11,500) coverage.

Weekly Indemnity - Maximum benefit is the UIC maximum (unchanged plus 7 1/2%).

Vision Care - Maximum claim for eyeglasses increases to \$80 (\$60 every two years).

Dental Plan - Payments are based on the 1981 (1976) Ontario Dental Association fee schedule. Employer pays 100% of the cost of adding Rider #4.

Pension Plan: Basic Monthly Benefit - \$15 (\$11.75) per year of service.

Supplementary "A" Monthly Benefit - \$10 (\$9) per year of service

Supplementary "B" Monthly Benefit - \$4.30 (\$3) per year of service.

Disability Pension - Employee with 5 (10) years of credited service is entitled to receive benefits.

Automatic Retirement Age - Pension benefits are payable for employees retiring at age 65 with at least 5 (10) years' service

Clothing Allowance: Employer pays \$35 per year to each employee in a department not provided with coveralls (new). Effective, May 1, 1982, \$40. Effective May 1, 1983, \$45.

Safety Shoe Allowance: Employer pays a maximum of \$40 (\$30) per year. Effective May 1, 1983, \$50 per year.

Tool Allowance: Employer pays \$150 (\$100) per year for skilled tradesmen.

Fire Insurance: \$750 (\$500) coverage for tools for maintenance employees.

Apprenticeship Program (new): Employee receives full salary while attending a day release government approved program.

Severance Pay: Employees receive 3 months notice or pay in lieu of (new).

LEATHER

A.R. Clarke & Company Limited at Toronto - Local 125L Food and Commercial Workers*

(AFL-CIO/CLC): A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

*Previously, the Canadian Foodworkers.

Wages:	Effective	Feb. 1/81	Feb. 1/82
General Increases		75¢	70¢
Helper, Gauging		\$6.98 (\$6.23)	\$7.68
Machinist		\$7.89 (\$7.14)	\$8.59

Shift Premium: 0-25¢-35¢ (0-18¢-22¢).

Paid Holidays: 3 hours paid on December 24th and December 31st for a total of 11 3/4 days.

Paid Vacation: 4 weeks at 8% after 13 (14) years' service.

Health and Welfare: Life Insurance - \$10,000 (\$7,000) coverage.

Weekly Indemnity - Effective April 12, 1981, benefit increases to \$184.50 (\$174.50) per week. Effective February 1, 1982, \$194.50. Employer pays regular salary for employees off due to sickness or accident, until the insurance benefits take over. Payable on a 1-1-4-52 (1-4-52) basis.

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Maximum benefit is \$1,000 (\$800) per year.

Safety Boot and Shoe Allowance: Employer provides 1 pair per year. (Previously, \$18 per year in wet departments and every 18 months in dry departments.)

KNITTING MILLS

Puretex Knitting Company Limited at Toronto - Canadian Textile and Chemical Union (CCU): A 22-month renewal agreement effective from April 5, 1981 to February 8, 1983, with wages retroactive to February 8, 1981, covering 225 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 8/81	Feb. 8/82
General Increases		40¢	40¢
Group 2 (includes Finisher)		\$4.65 (\$4.25)	\$5.05
Group 10 (includes Head Mechanic-Knitting)		\$7.36 (\$6.96)	\$7.76

Shift Premium: 0-17¢-17¢ (0-15¢-15¢). Effective February 8, 1982, 0-20¢-20¢.

Overtime Pay on Paid Holidays: Time and one-half (straight time) plus holiday pay.

Injury Pay: Employee sent home due to injury on the job receives pay for the balance of his shift at straight time rate if not covered by Workmen's Compensation (new).

Health and Welfare: OHIP - Employer pays 100% of premium costs for all seniority employees. (Previously, 50% for employees with family coverage, having less than 1 year's seniority).

Extended Health Care (new) - Effective February 1, 1982, employer pays 100% of premium costs for plan D, including prescription services plan D-3, or its equivalent, with deductibles of \$10 single/\$20 family.

FURNITURE AND FIXTURE

Heintzman Ltd., formerly Sklar Furniture Ltd. at Whitby - Local 50, Upholsterers (AF-CIO/CLC) (630 hourly rated employees): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 1/81	Apr. 6/81	Mar. 1/82
General Increases		50¢ for day-workers and pieceworkers		50¢ for day workers and pieceworker
Additional Adjustment			10¢*	
Training Rate		\$5.44 (\$4.94)	\$5.54	\$6.04
Truck Driver		\$6.10 (\$5.60)	\$6.20	\$6.70

*Dayworkers, excluding Maintenance and Product Engineering Grades 10, 11 and 12.

Maintenance and Product Engineering Grades 10, 11 and 12 - Effective April 6, 1981 upgraded. Wage range \$7-\$10 (\$6.30-\$7.15). Effective March 1, 1982, \$7.50-\$10.50. Position within grades have been reclassified. Journeyman now placed in separate category.

Design Pattern Maker	\$7.65 (\$7.15)	\$8.90	\$9.10
Journeyman (includes millwrights and mechanics)	\$7.65 (\$7.15)	\$10.00	\$10.50

Hours of Work: 40 per week (unchanged).

Cost of Living Allowance: 50¢ COLA was generated under the previous agreement.

1¢ per 0.5 point change in the Consumer Price Index - 1971=100, calculated and capped at 10¢ in each year of the agreement. (Previous formula was similar except triggered at 2% each year.)

Shift Premium: 22¢ (20¢) per hour for any shift commencing after 12 o'clock noon. Effective March 1, 1982, 25¢.

Paid Holidays: December 31 is added for a total of 11 days.

Paid Vacation: 4 weeks with 8% pay after 14 (15) years' service. Also 4% pay after 1 year, 5% after 4 years, 3 weeks with 6% after 8 years and 5 weeks with 10% after 22 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - \$6,000 (\$5,000) coverage.

Weekly Indemnity - Effective April 1, 1981, benefit is 66 2/3% of weekly earnings to a maximum of \$105 (\$100). Effective March 1, 1982, \$110.

Dental Plan - Effective June 1, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit/Current and Future Retirees - Effective March 1, 1982, \$5 (\$4.50) per month per year of service. Effective September 1, 1982, \$5.50.

Pregnancy Leave: Employer will maintain insurance premiums for 3 months (new).

PRIMARY METAL

Union Carbide Canada Ltd. (Carbon Products) at Welland - Local 523, Electrical Workers (UE) (CLC) (560 hourly rated plant employees):
A 12-month renewal agreement effective from April 1, 1981 to March 31, 1982, settled with mediation assistance. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/81</u>
	General Increase	13%
	Trades Adjustment	30¢
	Janitor	\$10.26 (\$9.08)
	Lift Truck Operator	\$10.72 (\$9.49)
	Electrician "A"	\$12.90 (\$11.15)
	Head Bricklayer	\$13.07 (\$11.30)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Saturday Premium: \$1.50 (\$1) per hour.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (all unchanged).

Bereavement Leave: Must attend funeral to qualify for 3 days' paid leave. 1 day allowed if funeral attendance is not feasible. (Previously, 3 days in the event of death in the immediate family.)

Health and Welfare: Non-Occupational Disability Plan - \$170 (\$240) per week for 26 weeks.

Safety and Health Provision: A total of 10 paid man days for the bargaining unit may be taken by employees during the contract year to attend approved courses on safety and health (new).

Holmes Foundry Limited at Sarnia - Local 456, Auto Workers (CLC): A 36-month renewal agreement effective from April 5, 1981 to March 31, 1984, covering 215 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 5/81</u>	<u>Apr. 4/82</u>	<u>Apr. 3/83</u>
General Increases		50¢	30¢	30¢
COLA Fold-in		\$1.37		
Inequity Adjustment	25¢ for Compressor Operators			
Additional Adjustments	Pattern Repair and Layout Inspector receive the trade rate.			
Core Assembler		\$8.66-\$9.06 (\$6.79-\$7.19)	\$8.96-\$9.36	\$9.26-\$9.66
Millwright Journeyman		\$10.37-\$10.77 (\$8.50-\$8.90)	\$10.67-\$11.07	\$10.97-\$11.37

Maximum rates are reached upon completion of the 60-day probationary period.

Cost of Living Allowance: 5 cent float remains.
1¢ per 0.35 rise in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-30¢). Effective April 5, 1982, 0-35¢-40¢.

Paid Holidays: Easter Monday is added for a total of 15 days per year.

Paid Vacation: 4 weeks after 12 (15) years' service and 5 weeks after 20 (25) years.

Bereavement Leave: Grandchild is added for 3 days' paid leave.

Health and Welfare: Life Insurance - \$11,000 (\$10,000) coverage. Effective April 1, 1982, \$12,000. Effective April 1, 1983, \$13,000.

A.D. & D. - \$5,500 (\$5,000) coverage. Effective April 1, 1982, \$6,000. Effective April 1, 1983, \$6,500.

OHIP - Employer pays 100% of premium costs for out-of-province coverage (new).

Weekly Indemnity - Benefit increases to \$210 (\$190) per week. Effective April 1, 1982, \$220. Effective April 1, 1983, \$230.

Long Term Disability - Benefit increases to \$700 (\$600) per month. Effective April 1, 1982, \$775. Effective April 1, 1983, \$850.

Vision Care - Maximum claim for eyeglasses is \$60 (\$40) every 2 years. Effective July 1, 1981, coverage is extended to include retirees.

Hearing Aid (new) - Employer pays 100% of premium costs for a plan providing benefits to active retirees and surviving spouses.

Dental Plan - Effective April 1, 1983 maximum benefit is \$1,000 (\$750) per year. Orthodontic benefits increase to \$800 (\$650), including oral surgery. Payments are based on the 1980 Ontario Dental Association fee schedule in 1981, the 1981 schedule in 1982 and the current ODA schedule in 1983.

Pension Plan:

Basic Benefit - \$12.50 (\$11.50) per month per year of service. Effective April 4, 1982, \$13.50. Effective May 1, 1983, \$14.50. Effective January 1, 1984, \$15.50.

Effective May 1, 1981, employees with 30 years service may retire with a benefit of \$725 (\$675) per month. Effective May 1, 1982, \$775. Effective May 1, 1983, \$800. Effective January 1, 1984, \$850.

**Supplemental
Unemployment
Benefit Plan:**

Employer contributes a maximum of 20¢ (13¢) per hour worked during the lifetime of the agreement.

**Safety Shoe
Allowance:**

Employer contributes \$20 (\$15) per year.

Tool Allowance:

\$450 (\$300) for apprentices.

METAL FABRICATING

Dominion Bridge Company Limited, Ontario Branch at Toronto - Local 3390, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 16, 1981 to March 15, 1983, covering 348 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Mar. 16/81</u>	<u>Mar. 16/82</u>
	General Increases	90¢	55¢
	COLA Fold-in	47¢	
	Job Class Increment	21¢(20¢)	22¢

Wages:	Effective	Mar. 16/81	Mar. 16/82
	Job Class 3 (includes Shear Helper)	\$7.96 (\$6.57)	\$8.53
	Job Class 20 (includes Tool- maker Developer)	\$11.53 (\$9.97)	\$12.27
Cost of Living Allowance:	Effective in the second year, 1¢ per 0.35 rise in the Consumer Price Index - 1971=100, using February 1982, as the base index month. Triggers at 4%. First adjustment is June 1982 and adjusted quarterly thereafter. (Basic formula is unchanged.)		
Shift Premium:	Effective March 16, 1982, 0-35¢-45¢ (0-30¢-40¢).		
Overtime Pay:	Double time (time and one-half) after 11 hours per day or 9 overtime hours per week.		
Paid Holidays:	1/2 floating day is added for a total of 11 1/2 days. Effective March 16, 1982, 1/2 day is added for a total of 12 days.		
Paid Vacation:	4 weeks after 13 (14) years' service. Effective March 16, 1982, 4 weeks after 12 years.		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$13,000 (\$12,000) coverage. Effective March 16, 1982, \$14,000. <u>Weekly Indemnity</u> - Benefit increases to \$180 (\$160) per week, payable as previously, on a 1-4-26 basis. Effective March 16, 1982, \$210 per week. <u>Dental Plan</u> - Plan equivalent to Blue Cross Dental Plan No. 9 (7) is implemented. Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective in 1982, the 1982 ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$9.50 (\$8.50) per month per year of service. Effective March 16, 1982, \$10.00. <u>Supplementary Benefit</u> - \$9.00 (\$8.00) per month per year of service. Effective March 16, 1982, \$9.50.		
Meal Allowance:	\$3.50 (\$3) after 1 hour and 18 minutes of unscheduled overtime.		
Safety Shoe Allowance:	Employer pays 95% (85%) of the cost of metatarsal shoes.		

American Can Canada Inc. at Hamilton and Simcoe, Ont. and Montreal, Que. - CLC
Chartered Locals 353, 354, and 535, Can Workers' Federal Union
(1,400 plant employees): A 36-month renewal agreement effective from March 15, 1981 to March 18, 1984, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 15/81</u>	<u>Mar. 15/82</u>	<u>Mar. 15/83</u>
General Increases		10¢	10¢	10¢
Job Class Increment		10.8¢ (10.3¢)	11.8¢	13.8¢
Job Grade 1 (includes Labourer)		\$10.17 (\$10.07)	\$10.27	\$10.37
Job Grade 23 (includes Diemaker)		\$12.438 (\$12.233)	\$12.748	\$13.268

Previous rates reflect a \$2.87 COLA fold-in which includes quarterly fold-ins made during the previous agreement totalling \$2.60, and 27¢ folded-in March 15, 1981 for the last quarter of that agreement, as stipulated by the new settlement.

Cost of Living Allowance: 13 quarterly adjustments beginning March 15, 1981 of 1¢ per 0.325 point change in the Consumer Price Index - 1961=100. Folded in quarterly. (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 13 (17) years' service and 5 weeks after 23 (25) years. Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged). Effective March 15, 1982, 6 weeks (new) after 28 years. Effective March 15, 1983, 6 weeks after 27 years.

Health and Welfare: OHIP - \$20 (\$16) per month single and \$40 (\$32) per month family. Applies to active employees and retirees to age 65. Coverage extended an additional 3 months for laid-off employees drawing unemployment insurance.

Quebec Health Insurance Plan - Employer will pay Quebec employees an annual allowance of \$235 (\$110) plus a one time lump sum payment of \$330.

Weekly Indemnity - \$214-\$266 (\$176-\$224). Effective April 1, 1982, \$232-\$288. Effective April 1, 1983, \$255-\$315. Varies according to Job Class. In the case of non-elective surgery, hospital out-patients will be covered from the first (eighth) day.

Vision Care (new) - Effective May 1, 1981, \$15-\$30 per lens depending on type, \$25 per contact lens and \$30 per frame. Limited to one prescription every 24 months.

Hearing Aid (new) - Effective May 1, 1981, coverage for one hearing aid every 3 years.

Chronic Care (new) - Effective May 1, 1981, coverage for active employees and retirees.

Retirees' Coverage - Effective May 1, 1981, \$15,000 (\$10,000) Extended Health Care and \$5,000 (\$2,500) hospital expenses. Applies to current and future retirees.

Surviving Spouse Benefit - Effective May 1, 1981, \$125 (\$100) per month for new recipients. Effective June 1, 1981 \$112.50 (\$100) per month for current recipients. Effective April 1, 1982, \$125

Dental Plan - Effective May 1, 1981, \$833 (\$750) annual coverage for non-orthodontic procedures. Effective March 1, 1982, \$1,000 Effective May 1, 1981, \$650 (\$500) orthodontic lifetime coverage

Pension Plan:

Basic Benefit - \$18.50 (\$16.50) per month per year of service. Effective April 1, 1982, \$20. Effective April 1, 1983, \$21.50.

Monthly Supplement - Effective May 1, 1981, existing \$300 benefit to be extended to age 65 (62) for future retirees.

Special Retirement Payment - 560 (520) hours of pay for employee eligible for 5 weeks of vacation in retirement year.

Benefits for Current Retirees - Effective June 1, 1981, benefits increase by 4%-35% depending on date of retirement. Effective April 1, 1982 benefits increase by a further 4%-35%. Minimum benefit to be \$11 per month per year of service.

Supplementary
Unemployment
Plan:

Employer Contributions - 7¢ (5¢) per hour. Effective March 15, 1982, 8¢. Effective March 15, 1983, 9¢.

Safety Shoe
Allowance (new):

\$20 per year.

Dominion Forge Company Limited at Windsor - Local 195, Auto Workers (CLC) - A

36-month renewal agreement effective from January 1, 1981 to December 31, 1983 covering 250 employees, settled at the bargaining stage. Duration of negotiations - 6 1/2 months.

Wages:

Effective	Jan. 19/81	Apr. 27/81	July 1/81	Aug. 31/81
General Increase			25¢	
"COLA Travel"	20¢			
COLA Fold-in		50¢		25¢
Misc. Labour	\$8.42 (\$8.22)	\$8.92	\$9.17	\$9.42
Electrician	\$9.91 (\$9.71)	\$10.41	\$10.66	\$10.91
Effective	Jan. 1/82	July 1/82	Jan. 1/83	July 1/83
General Increases	30¢		25¢	25¢

	<u>Jan. 1/82</u>	<u>July 1/82</u>	<u>Jan. 1/83</u>	<u>July 1/83</u>
COLA Fold-in	25¢	25¢	25¢	
Skilled Trades Adjustments		10¢		15¢
Misc. Labour	\$9.97	\$10.22	\$10.72	\$10.97
Electrician	\$11.46	\$11.81	\$12.31	\$12.71

Cost of Living Allowance: \$1.63 allowance was generated under the previous agreement. A total of \$1.50 is folded into wages at various dates throughout this agreement, leaving a float of 13¢ remaining.

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Payable April 20, 1981 and quarterly thereafter. (Previously, 1¢ per 0.4 point rise in the CPI - 1961=100.)

Shift Premium: Effective April 25, 1981, 0-45¢-50¢ (0-40¢-45¢). Effective January 1, 1982, 0-50¢-55¢. Effective January 1, 1983, 0-55¢-60¢.

Premium Pay: 8¢ increase in timing rate for heater helper on #97 Maxi-Press. 10 minutes and 15¢ increase in future 100 pounds or more in upsetter and in press 50 pounds.

Effective after April 25, 1981, 65¢ (50¢) per hour for Minor Die Set-Up.

Paid Holidays: 49 (46) days over the lifetime of the agreement.

Paid Personal Days: 11 (8) days over the lifetime of the agreement. Employees on lay-off are covered under this provision for 30 days (new).

Vacation Bonus: (new) Effective in 1982, 8 hours' pay. Effective in 1983, 16 hours.

Bereavement Leave: 5 (4) days' paid leave for spouse and 2 (1) days' paid leave for grandparents, spouse's grandparents, grandchildren, brother-in-law, sister-in-law, son-in-law and daughter-in-law.

Health and Welfare: Insurance coverage for employees on layoff with 1 to 10 years' service increases.

Life Insurance - Effective April 25, 1981, \$20,000 (\$19,000) coverage. Effective January 1, 1982, \$21,000. Effective January 1, 1983, \$23,000.

Weekly Indemnity - Effective May 1, 1981, benefit increases to \$210 (\$195) per week. Effective January 1, 1982, \$230. Effective January 1, 1983, \$250.

Extended Disability Insurance - Effective April 25, 1981, benefit increases to \$450 (\$350) per month with no carve-out.

Major Medical - Out-of-province coverage is added (new).

Survivor Income Benefit - Effective January 1, 1982, \$350 (\$300) per month. Effective January 1, 1983, \$400.

Bridge Survivor Income Benefit - Effective January 1, 1982, \$300 (\$250) per month with no carve-out. Effective January 1, 1983, \$350, with no carve-out.

Pension Plan:

Basic Benefit - Effective January 1, 1981, \$14 (\$13) per month per year of service. Effective January 1, 1982, \$15.50. Effective January 1, 1983, \$17.

Supplementary Monthly Benefits Per Year of Service to a Maximum of 30 Years - Effective January 1, 1981, \$11 (\$10). Effective January 1, 1982, \$12. Effective January 1, 1983, \$13.50.

Current Retirees - Effective January 1, 1981, benefits increase \$1 times years of credited service. Effective July 1, 1982, a further increase of 75¢ times years of credited service.

Past Retirees - Employees reaching age 65 or older who retired under a reduced pension because of early retirement will not have their pension increases actuarially reduced (new).

Surviving Spouse Benefits - Increase to 55% or 60%.

Early Retirement - Effective January 1, 1981, benefits are \$825 (\$775) per month for employees with 30 years' service. Effective January 1, 1982, \$850 per month. Effective January 1, 1983, \$925 per month.

Past Retirees Under the 30 Year Program - Effective January 1, 1983, \$25 is added to make up. Effective July 1, 1982, \$15. Effective January 1, 1983, \$15.

Allowable Earnings Under 30 and Out Program - Effective January 1, 1981, \$4,000 (\$3,000). Effective January 1, 1982, \$5,000. Effective January 1, 1983, \$6,000.

Meal Allowance: Effective April 25, 1981, \$5 (\$4). Effective January 1, 1982, \$6. Employees called in 3 hours or more before their shift receive a meal allowance (new).

Safety Shoe Allowance: Effective July 1, 1981, \$25 (\$20). Effective January 1, 1983, \$30.

Tool Allowance: \$600 (\$400) for apprentices.

Tool Insurance: Electricians, Die Room and Machine Shop employees are now covered (new).

Supplementary Unemployment Benefit Plan: 6 month moratorium on payouts. Employer contributions increase to 16¢ (12¢) per straight-time hour and to 22¢ (18¢) per overtime hour worked. On opening of fund company to pay the first \$5,000 of short work week benefits. Effective April 1, 1982, a further \$15,000 of s.w.w. benefits. Effective with the reactivation of the plan, employer pays s.w.w. benefits for employees sent home early in anticipation of a time study being taken the following

day. Employer and union to revise the plan before it re-opens, to provide protection for high seniority employees (new).

Severance Pay: Effective January 1, 1982, benefits increase to \$85 (\$75) for current and future service.

Recreation Committee Chairman Pay (new): Employer pays 8 (2) hours pay per year to set up retirees party and picnic. Effective January 1, 1983, an additional 1/2 hour per day.

Union Negotiating Committee: Employer pays up to 104 (80) hours pay to each of the 5 members.

MACHINERY

Canadian Blower/Canada Pumps Limited at Kitchener - Local 3534, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 16, 1981 to April 15, 1983, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 16/81</u>	<u>Apr. 16/82</u>
General Increases		85¢	85¢
Job Class Increment		17¢ (15¢)	19¢
Job Class 3 (includes Material Handler)		\$8.24 (\$7.35)	\$9.13
Job Class 18 (Tool Maker)		\$10.79 (\$9.60)	\$11.98

Shift Premium: 0-50¢-50¢ (0-45¢-45¢). Effective April 16, 1982, 0-55¢-55¢.

Paid Vacation: 6 weeks after 27 (28) years' service.

Vacation Bonus: \$30 (\$25) per week of entitlement.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage.
Effective April 16, 1982, \$14,000.

Life Insurance for Retirees - \$2,200 (\$2,000) coverage.

Extended Health Care - Maximum claim for eyeglasses is \$75 (\$60) every 2 years. Maximum benefit for hearing aids increases to \$400 (\$300) per year.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$11.50 (\$10.50) per month per year of service.
Effective April 16, 1982, \$12.50.

Meal Allowance (new): \$2 after 3 hours' unscheduled overtime.

Safety Shoe Allowance: Employer pays \$35 (\$28) per year.

Dorr-Oliver Canada Limited at Orillia - Local 4697, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 382 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
General Increases		11.6%	9%
COLA Fold-in		50¢	
Additional Adjustments	Some reclassifications and new classifications		
Group I (includes Labourer)		\$6.72-\$6.84 (\$5.54-\$5.66)	\$7.34-\$7.46
Group XIII (XII) (includes Electrician)		\$9.23-\$9.39 (\$7.50-\$7.66)	\$10.08-\$10.24
Group XIV (includes Toolmaker) (new)		\$9.44-\$9.60	\$10.30-\$10.46

Probationary period is 30 working days. Maximum rate for Group I is reached upon completion of probation and for Group XII after 6 months.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100. Triggers at 10% in the first year and 9 1/2% in the second year. Adjusted monthly. (Basic formula is unchanged. Previously, adjusted quarterly and capped at 25¢ per year.)

Shift Premium: 0-35¢-35¢ (0-33¢-33¢). Effective January 1, 1982, 0-40¢-40¢.

Paid Holiday: Effective in 1982, 1 floating day is added for a total of 12 days.

Paid Vacation: 4 weeks after 14 (15) years' service.

Health and Welfare: Life Insurance - \$12,000 (\$10,000) coverage.

Weekly Indemnity - Benefits increase to UIC maximum (previously \$140 per week).

Dental Plan - Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective January 1, 1982, the 1981 ODA fee schedule.

Safety Shoe Allowance: Employer contributes \$30 (\$23) toward the cost of 1 pair per year. Effective January 1, 1982, \$35.

TRANSPORTATION EQUIPMENT

ACF Canada Limited, Carter Carburetor Division at Bramalea - Local 2243, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
General Increases		65¢	50¢
Skilled Trades Adjustments		40¢	20¢
Additional Adjustments		20¢ for Set Up Man	15¢ for Set Up Man
Assembler		\$6.81-\$6.91 (\$6.16-\$6.26)	\$7.31-\$7.41
Tool Maker		\$10.03-\$10.13 (\$8.98-\$9.08)	\$10.73-\$10.83

Probationary period is 45 working days. Maximum rates are reached after two 8-week increases.

Cost of Living Allowance: 1¢ per 0.3 (0.4) point change in the Consumer Price Index - 1971=100, above the base of March 1981 (1980) in the first year and March 1982 in the second year. Adjusted quarterly and capped at 25¢ per year.

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: 4 weeks (new) after 15 years' service.

Bereavement Leave: Common-law spouse is added for up to 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$11,000 (\$10,000) coverage. Effective April 1, 1982, \$12,000.

Weekly Indemnity - Benefit increases to \$130 (\$120) per week. Effective April 1, 1982, \$140.

Dental Plan - Employer pays 100% of the cost of adding Rider 2.

Pension Plan (new): Effective April 1, 1982, employer contributes 15¢ per hour worked per employee.

ELECTRICAL PRODUCTS

I-T-E Industries Limited at Mississauga - Local 101, Canadian Operating Engineers* (CCU): A 24-month first agreement effective from December 1,

1980 to November 30, 1982, covering 260 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 1/2 months.

*Previously Local 1590, Electrical Workers (IBEW)

Wages:	Effective	<u>Dec. 1/80</u>	<u>Apr. 25/81</u>	<u>Dec. 1/81</u>
General Increases		12%	1%	12%
COLA Fold-in		15¢		
Group 12 (Sub Assembler C)		\$6.35-\$6.91 (\$5.52-\$6.02)	\$6.41-\$6.98	\$7.18-\$7.82
Group 10 (Tool and Die Maker)		\$8.24-\$9.12 (\$7.21-\$7.99)	\$8.33-\$9.21	\$9.32-\$10.31
Probationary period is 360 working hours. Maximum rates for Sub Assembler C are reached after three 3-month increases and for Tool and Die Maker after four 3-month increases.				
Cost of Living Allowance:	Effective in March 1982, 1¢ per 0.3 (0.4) rise in the Consumer Price Index - 1971=100. Adjusted quarterly. Capped at 20¢ (15¢).			
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).			
Overtime Pay on Saturday:	Time and one-half for the first 4 1/2 (8) hours and double time thereafter.			
Paid Vacation:	3 weeks after 5 (6) years' service and 4 weeks after 15 (16) years.			
Bereavement Leave:	4 (3) days' paid leave for mother-in-law and father-in-law and 1 day (new) for brother-in-law and sister-in-law.			
Health and Welfare:	<u>Life Insurance</u> - Employer pays 85% (70%) of premium costs.			
	<u>OHIP</u> - Employer pays 80% (60%) of premium costs.			
	<u>Semi-Private Hospitalization (new)</u> - Employer pays 85% of premium costs.			
	<u>Dental Plan (new)</u> - Effective December 1, 1981, employer pays 100% of premium costs for a plan equivalent to Blue Cross Dental Plan No. 7. Payments are based on the 1980 Ontario Dental Association fee schedule.			

Philips Electronics Limited, Strathroy Furniture Division at Strathroy - Christian Labour Association (Ind.): A 12-month renewal agreement effective from April 5, 1981 to April 4, 1982, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 5/81</u>	<u>Oct. 5/81</u>
	Increases	15¢-54¢	12¢-48¢
	Group 4 (includes Assembler-Simple)	\$4.91 (\$4.76)	\$5.06
	Group 9 (includes Maintenance Man)	\$6.95 (\$6.55)	\$7.36

Additional Payments: Effective May 4, 1981, 5¢ per hour worked in lieu of cost of living clause for a total of 25¢ (20¢). Effective July 27, 1981, November 3, 1981 and February 9, 1982, an additional 5¢ per hour respectively, for a total of 40¢.

NON-METALLIC MINERAL PRODUCTS

Ottawa Area Ready-Mix Companies - Local 230, Teamsters (Ind.): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/81</u>	<u>Sept. 1/81</u>
	General Increases	60¢	40¢
	Additional Adjustments	10¢ per hour for Stationary Engineer and Batcher	
	Labourer	\$10.28 (\$9.68)	\$10.68
	Mixer Truck Driver	\$10.38 (\$9.78)	\$10.78
	Mechanic - Class A	\$10.73 (\$10.13)	\$11.13
	Effective	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>
	General Increases	50¢	40¢
	Labourer	\$11.18	\$11.58
	Mixer Truck Driver	\$11.28	\$11.68
	Mechanic - Class A	\$11.63	\$12.03

Hours of Work: Effective March 1, 1982, 40 (42 1/2) hours per week.

Health and Welfare: Life Insurance and A.D.& D. - Effective April 12, 1981, \$15,000 (\$10,000) coverage.

Vision Care - Effective April 12, 1981, maximum claim for eyeglasses is \$75 (\$60) every 2 years.

Dental Plan - Effective July 1, 1981, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective July 1, 1982, the 1982 ODA fee schedule.

O.B. Canada Inc. formerly Canadian Ohio Brass Company Limited at Niagara Falls - Local 1345, Teamsters (Ind.): A 12-month renewal agreement effective from January 29, 1981 to January 28, 1982, covering 32 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 29/81</u>
	General Increase	90¢
	Skilled Trades Adjustment	20¢
	Kiln Helper 2nd	\$7.66 (\$6.76)
	Machinist	\$9.09 (\$7.99)
Cost of Living Provision:	Inoperative, as previously.	
Shift Premium:	0-25¢-30¢ (0-20¢-27¢).	
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit is \$189 (\$185) per week or the UIC maximum.	
	<u>Dental Plan</u> - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$4.25 (\$3.25) per month per year of service. Interest on contributory portion is 7% (5%).	
	<u>Disability Pension (new)</u> - Effective July 28, 1981, employee with 10 years credited service in the pension plan receives a pension not actuarially reduced, and with no government offsets.	
Safety Shoe Allowance:	Employer pays \$45 (\$35) toward the cost of 1 pair per year and where necessary \$45 each toward the cost of 2 pairs per year for employees in the Holan Division painter classification and regular employees of the Galvanizing Department.	
Safety Prescription Glasses:	Employer pays \$30 (\$25) toward the cost of one set of frames per year for employees desiring other than the standard frames.	

Duplate Canada Inc. at Hawkesbury and Oshawa - Locals 222 and 1661, Auto Workers (CLC) (800 hourly rated employees): A 36-month renewal agreement effective from April 1, 1981 to March 31, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>	<u>Apr. 1/83</u>
COLA Fold-in		\$1.50		
General Increases		42¢	28¢	29¢
Skilled Trades Adjustments		10¢	5¢	5¢
<u>Oshawa Plant</u>				
General Labour		\$9.52 (\$7.60)	\$9.80	\$10.09
Electrician		\$11.10 (\$9.08)	\$11.43	\$11.77
Tool Maker		\$11.29 (\$9.27)	\$11.62	\$11.96

Inequity Adjustments - Range from 4¢ to 11¢ per hour at the Oshawa plant and from 4¢ to 7¢ at the Hawkesbury plant.

Starting Rate - 40¢ (25¢) per hour less than the listed base rate during first 20 working days; 20¢ (15¢) less during subsequent 10 working days.

Cost of Living Allowance:

6¢ allowance continues to float.

1¢ for each 0.3 point change in the Consumer Price Index - 1971=100, calculated quarterly beginning July 1981 by comparing the average CPI for the months of April-May-June with January-February-March. Last adjustment to be made January 1984. A 1¢ deduction is to be made with each calculated increase. (Basic formula is unchanged.)

Hours of Work:

40 per week (unchanged).

Shift Premium:

0-20¢-30¢ (0-16¢-26¢).

Paid Holidays:

Effective April 1, 1982, 14 (13) days.

Paid Vacation:

3 weeks after 5 years' service, 4 weeks after 15 years and 5 weeks after 20 years (all unchanged).

Bereavement Leave:

Death of a grandchild added to 3 days' leave provision; 1 day if employee cannot attend funeral.

Health and Welfare:

Life Insurance - \$14,000 (\$11,000) coverage. Effective April 1, 1982, \$15,000. Effective April 1, 1983, \$16,000.

A.D.& D. - \$7,000 (\$5,000) coverage. Effective April 1, 1982, \$7,500. Effective April 1, 1983, \$8,000.

Life Insurance/Total and Permanent Disability - \$11,000 (\$10,000) paid in 50 monthly instalments and the amount of continuing life insurance will be the difference between the regular life insurance coverage and \$11,000.

Weekly Indemnity - Effective for disabilities occurring on or after April 1, 1981, \$200 (\$160). Effective April 1, 1982, \$210. Effective April 1, 1983, \$220.

Extended Disability Benefit - Effective for disability claims commencing on or after April 1, 1981, \$575 (\$550) per month for employees with less than 10 years of service and \$635 (\$610) for employees with 10 or more years of service. Effective April 1, 1982, \$590 and \$650. Effective April 1, 1983, \$600 and \$660.

Dental Plan - \$1,000 (\$750) annual maximum benefit. \$800 (\$650) lifetime maximum for orthodontic. Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective April 1, 1982, the 1981 ODA fee schedule. Effective April 1, 1983, the 1982 schedule. Employer will maintain coverage for those on Weekly Indemnity or Extended Disability benefits.

Vision Care, Prosthetic Appliance, and Durable Medical Equipment Plans - Upgraded.

Nursing Home Care (new) - Coverage begins April 1, 1981.

Survivor Income Benefits - \$200 (\$175) per month minimum Transition and Bridge benefits; \$225 (\$200) maximum, except maximum for Transition with dependants is \$275 (\$250).

Pension Plan:

Basic Benefit - Effective for retirements on or after April 1, 1981, \$12.50 (\$10.50) per month per year of service. Effective April 1, 1982, \$13.25. Effective April 1, 1983, \$13.75.

Supplementary Benefit Prior to Statutory Benefit Age - Effective for retirements on or after April 1, 1981, \$11.25 (\$10.50) per month per year of service to a maximum of 25 years. Effective April 1, 1982, \$11.75. Effective April 1, 1983, \$12.

Early Retirement - Effective April 1, 1982, age 53 (55) with 30 years' service with no actuarial reduction in benefits. Effective April 1, 1983, no age requirement provided employee has 30 years of service.

Special Early Retirement Allowance - Employees meeting the above requirements for early retirement will receive an allowance which when added to the basic and supplementary benefits, will yield a total monthly benefit for retirements on or after April 1, 1981 of \$725 (\$625). Effective for retirements on or after April 1, 1982, \$750. Effective for retirements on or after April 1, 1983, \$800. Special Allowance ceases at statutory benefit age.

Basic Benefit Increases for Existing Pensioners - Effective April 1, 1981, \$1.25 increase per month per year of service. Effective April 1, 1982, 75¢. Effective April 1, 1983, 75¢.

**Supplemental
Unemployment
Benefit Plan:**

Regular Benefit - \$240 (\$220) per week less deductions for any applicable income received from other sources including UIC benefits with a maximum S.U.B. contribution of \$60 per week. Effective April 1, 1982, \$250. Effective April 1, 1983, \$260.

Special Weekly Benefit - \$180 (\$160). Effective April 1, 1982, \$190. Effective April 1, 1983, \$200. In addition there is an allowance of \$4 per week for each dependant - maximum of \$20 allowable.

Maximum Funding - \$550 (\$500).

Automatic Short Week Benefit - \$6 (\$5) per hour.

Paid Education Leave (new): Employer provides 1¢ per hour worked for the fund to be used for union educational purposes.

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical of Canada at Sarnia - Local 672, Energy and Chemical Workers (CLC)* (820 plant employees): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, settled at the conciliation officer stage. Duration of negotiations - 5 months.

*Previously, Local 9-672, Oil, Chemical and Atomic Workers (AFL-CIO/CLC).

Wages:	Effective	Mar. 1/81	Mar. 1/82
Increases		Utility "B" - 13%; 13.59% for all others	12%
Additional Adjustments		15¢ for Process Operator; 20¢ for Lead Journeyman; 25¢ for Chief Operator	
Utility "B"		\$8.54 (\$7.56)	\$9.57
Lead Journeyman		\$12.95 (\$11.21)	\$14.50
Chief Operator		\$13.95 (\$12.02)	\$15.62

Previous rates reflect unscheduled adjustments ranging from 5¢ for Utility "B" to 54¢ for Chief Operator made on March 1, 1980.

Hours of Work: 37 1/3 per week. Employees working 8 hours per day receive every third Friday off. (Unchanged.)

Shift Premiums: 8-Hour Shifts - 0-49¢-85¢ (0-44¢-77¢). Effective March 1, 1982, 0-54¢-95¢.

12-Hour Shifts - 32¢ (new) days/73¢ (81¢) nights. Effective March 1, 1982, 36¢ days/81¢ nights.

Holiday Pay: Effective December 1, 1982, double time (time and one-half).

Paid Holidays: 1 "floater" is added for a total of 11 days.

Paid Vacation: Effective March 1981, 6 weeks after 24 years' service (new). Also 2 weeks after 1 year, 3 weeks after 2 years, 4 weeks after years, and 5 weeks after 19 years (unchanged). Effective March 1, 1982, 7 weeks after 29 years (new).

Schedule Change Premium: Effective March 1, 1982, 12 (8) hours pay for 12-hour shift workers or for relief employees.

Health and Welfare: Life Insurance - Effective May 1, 1981, \$32,000-\$50,000 (\$24,000-\$36,000) coverage. Employer pays premium costs for half of coverage; employee pays bi-weekly 14¢ per \$1,000 coverage of remaining portion. (Employer paid premiums for first \$10,000; employee paid 20¢/\$1,000 of remaining portion.)

Paid-up Life Insurance on Retirement - Effective May 1, 1981, \$2,500 (\$2,000) coverage.

Weekly Indemnity - Effective April 9, 1981, benefits of \$200-\$31 (\$195-\$230). Effective March 1, 1982, \$250-\$380. Benefits are maintained for up to 39 weeks (unchanged).

Extended Disability - Effective May 1, 1981, \$800-\$1,250 per month. Effective March 1, 1982, \$900-\$1,400 per month. (Previously, 55% of base rate with a minimum of \$600 per month.) Incomes from other sources to which the employer contributes may apply.

Pension Plan: Non-Contributory Plan (new) - Applies to employees retiring on or after January 1, 1981. Details below.

Service Credit - Changes in criteria made to the 1948/64 company plan and for new employees resulting in added service credits of several years in some cases.

Basic Benefit/Future Service (new) - 1.6% times years of service from January 1, 1981 times average final pay using best 36 consecutive months less applicable offset for Canada Pension Plan benefits received. Offset not to exceed 50% of C.P.P. and years of credited service limited to 30.

Basic Benefit/Past Service - The highest consecutive 5 year average 1948/64 plan will continue with the existing formula (i.e. 1.05% up to the yearly maximum pensionable earnings and 1.75% on the excess) but will now be based on current rates of pay for employees retiring on or after January 1, 1981.

Early Retirement Supplement (unchanged) - Payable from date of early retirement until age 65. Pays a maximum equal to 50% of C.P.P. benefits payable in year of retirement. Reduced for retirements prior to age 60.

Early Retirement With Actuarial Reductions - Effective January 1, 1981, introduction of 85 point rule - i.e. 55 years of age and 30 years of service. (Current provision of 60 and 20 or 62 and 10 remains.)

Automatic Survivor Benefit (new) - Effective January 1, 1981, provides 40% of employee's or pensioner's earned benefit at the time of death. Reduced by 1/6 of 1% for each year that surviving spouse is more than 5 years younger than the deceased. (Election of previous optional plan resulted in reduced benefits payable to pensioner.)

Level Benefit Option (new) - In the case of early retirement, benefits before and after age 65 may be equalized by the plan paying in excess of earned benefits prior to statutory benefit age and by later recovering the excess payment through offsets made against C.P.P. benefits.

Du Pont of Canada Ltd., at Maitland - Local 28, Energy and Chemical Workers (CLC)
(580 hourly paid plant employees): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 1/81	May 1/82
	Increases	14.2%	12.1%
	Labourer	\$8.68 (\$7.60)	\$9.73
	Operator	\$11.07 (\$9.69)	\$12.41
	Electrician 1st Class	\$11.29 (\$9.89)	\$12.66
	Previous rates include a 25¢ adjustment effective October 1, 1980.		
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-31¢-44¢ (0-25¢-35¢).		
12-Hour Shift Premium:	50¢ (40¢) per hour.		
Sunday Premium:	\$1.20 (\$1.05) per hour. Effective May 1, 1982, \$1.30.		
Paid Holidays:	12 (11) days.		
Paid Vacation:	3 weeks after 3 (5) years' service, 6 weeks after 30 (35) years. Also 4 weeks after 10 years and 5 weeks after 20 years (unchanged).		
Safety Shoe Allowance:	Effective May 1, 1981, \$45 (\$40) for the first pair and \$22.50 (\$20) for all subsequent pairs. Effective January 1, 1982, \$50 and \$25 respectively.		

MINES

Canadian Rock Salt Company Limited (Ojibway Mine) at Windsor - Local 195, Auto Workers (CLC): A 36-month renewal agreement effective from February

16, 1981 to February 15, 1984, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiation - 4 months.

Wages:	Effective	<u>Feb. 16/81</u>	<u>Aug. 16/81</u>	<u>Feb. 16/82</u>
General Increases		20¢	15¢	20¢
COLA Fold-in		\$1.20		
Skilled Trades Adjustment		15¢	5¢	5¢
Labourer		\$10.99 (\$9.59)	\$11.14	\$11.34
Skilled Trades		\$12.22 (\$10.67)	\$12.42	\$12.67
	Effective	<u>Aug. 16/82</u>	<u>Feb. 16/83</u>	<u>Aug. 16/83</u>
General Increases		15¢	15¢	15¢
Labourer		\$11.49	\$11.64	\$11.79
Skilled Trades		\$12.82	\$12.97	\$13.12

Previous rates reflect \$1.32 COLA Fold-in.

Cost of Living Allowance: \$1.42 allowance was generated under the previous agreement. \$1.20 is folded into wages February 16, 1981, leaving a float of 22¢ remaining.

1¢ per 0.3 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-25¢-40¢ (0-20¢-30¢).

Paid Holidays: Effective February 16, 1982, the employee's birthday is added for a total of 16 days.

Paid Vacation: Effective in 1982, 4 weeks after 13 (14) years' service. Effective in 1983, 4 weeks after 12 years.

Health and Welfare: Life Insurance - Effective May 1, 1981, \$14,000 (\$13,000) coverage. Effective in 1982, \$15,000. Effective in 1983, \$16,000.

Drug Plan - \$1.00 (35¢) deductible.

Pension Plan: Basic Benefit - 1.5% (1.2%) per year of the average of the best 5 years' earnings times years of service.

Disability Benefit - Employee aged 55 with 15 years' service receive full benefits. (Previously, actuarially reduced.)

Early Retirement - Employee aged 60 (62) with 30 years' service may retire without having their benefits actuarially reduced.

Safety Shoe Allowance: \$20 (\$12).

TRANSPORTATION

Canadian Pacific Air Lines Ltd., system-wide - Canadian Air Line Flight Attendants' Association (CLC) (1,060 flight attendants): A 24-month renewal agreement effective from August 1, 1980 to July 31, 1982, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Aug. 1/80</u>	<u>Aug. 1/81</u>	<u>Jan. 31/82</u>
	Increases	12%	10%	varies
Flight Attendant Jet Aircraft		\$17.95-\$25.67 (\$16.03-\$22.92)	\$19.75-\$28.24	\$19.75-\$28.79
Purser DC-8L Aircraft		\$21.20-\$30.64 (\$18.93-\$27.36)	\$23.32-\$33.70	\$29.35-\$34.20
Passenger Service Director B-747		\$29.84-\$34.87 (\$26.64-\$31.13)	\$32.82-\$38.36	\$33.32-\$38.86

Hours of Work: 70-80 hours per month (unchanged).

Paid Vacation: 14 calendar days after 1 year, 21 after 5 years, 28 after 10 years, and 35 after 20 years (all unchanged).

Health and Welfare: Sick Leave - Effective April 1, 1981, utilization of sick leave credits will be limited to a period of 14 consecutive calendar days on any 1 occasion (new).

Long Term Disability - Effective July 1, 1980, employer pays 100% of premium costs to a maximum contribution of 0.9% (0.75%) of each employee's gross monthly salary.

Dental Plan - Effective September 1, 1980, employer-employee share cost for providing benefit levels described in Groups D-73000, D-73004 and D-73005 (previously employer contributed: Single - \$5.01; Married - \$10.09; Family - \$14.58).

Pension Plan: Effective January 1, 1981, survivor benefits will increase to 70% (50%) of the benefit payable upon the death of a pensioner.

Footwear Allowance (new): Effective January 1, 1981, \$3 per pay period.

Uniform Cleaning Allowance: \$19.50 (\$14) per month. Effective May 4, 1981, \$9 per pay period. Effective August 10, 1981, \$11.25.

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Local 213, Newspaper Guild (AFL-CIO/CLC) (reporters, editors and clerks, English services div.) (500 employees): A 24-month renewal agreement effective from December 1, 1980 to November 30, 1982, settled at the conciliation officer stage. Duration of negotiations - 7 months

Wages:	Effective	Nov. 30/80	Dec. 1/80	Nov. 30/81
	Adjustment	\$5 per week to top of Group 5		
	Establish new Group 10	\$29,200-\$32,000		
	General Increases		10%	10.5%
	<u>Annual Rates</u>			
	Group 1 (includes Copy Clerk)		\$10,888-\$11,902 (\$9,898-\$10,820)	\$12,031-\$13,15
	Group 5 (includes Prod- uction Editor)		\$18,907-\$26,461 (\$17,188-\$23,795)	\$20,892-\$29,23
	Group 10 (includes Senior Program Editors)		\$32,120-\$35,200	\$35,493-\$38,89
Hours of Work:	37 1/2 per week (unchanged).			
Temporary Transfer:	\$8.80 (\$8) per shift for employees temporarily assigned to perform work in a higher group for at least one-half of a shift. Effective November 30, 1981, \$9.75.			
Paid Holidays:	11 days (unchanged).			
Paid Vacation:	4 weeks after 8 (10) years' service. Also 3 weeks after 1 year and 5 weeks after 20 years (unchanged).			
Car Mileage:	Eastern provinces and B.C. - 16¢ per kilometer when requested to use own vehicle; 6¢ if employee elects to use his own vehicle; Prairie provinces - 15¢ and 6¢ respectively; Newfoundland, Yukon and N.W.T. - 18¢ and 6¢ respectively. (Previously 12.5¢ per kilometer allowed if commercial transportation not feasible.)			
Hazardous Assignment Insurance:	\$225,000 (\$75,000) in addition to \$25,000 regular A.D. & D. coverage.			
Technological Change:	No employee who has completed the probationary period will be laid-off or suffer a reduction in salary because of the introduction of new or modified equipment. Employees affected			

will be offered retraining, relocation, or reassignment (new).
(Previously there was a commitment to use every reasonable effort to reduce the impact of technological change.)

EDUCATION AND RELATED SERVICES

Carleton Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,210 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/80	Sept. 1/81	Apr. 1/82
Average Increases		7.25%	7.25%	2.8%
Teacher - Level D 0-6 years		\$12,925-\$17,255 (\$12,050-\$16,090)	\$13,860-\$18,505	\$14,135-\$18,875
Teacher - Level A1 0-10 years		\$17,300-\$28,040 (\$16,130-\$26,145)	\$18,555-\$30,075	\$19,150-\$30,600
Teacher - Level A4 0-10 years		\$20,175-\$34,485 (\$18,810-\$32,155)	\$21,640-\$36,985	\$21,820-\$37,120
Principal 0-5 years		\$34,775-\$41,815 (\$31,335-\$38,990)	\$37,295-\$44,845	
Additional Allowances:	Vice-Principal 0-5 years	\$3,000-\$3,500 (\$2,700-\$3,400)		

Master's Degree or Doctorate \$630 (\$600) per annum.

Health and Welfare: Employer contribution - Effective May 1, 1981, employer pays 85% (80%) of premium costs for OHIP, Group Insurance and Major Medical. Effective September 1, 1981, 90%.

Dental Plan/Long Term Disability - Teachers not having Dental but LTD only, employer pays 85% (80%) for LTD; Teachers, compulsory for new hires having both Dental and LTD employer pays 85% for Dental and teacher pays 100% for LTD. Effective September 1, 1981, 90%.

Effective May 1, 1981, payments are based on the 1980 Ontario Dental Association fee schedule. Effective May 1, 1982, the 1981 ODA fee schedule.

Pupil Teacher Ratio: Effective for the school year 1981-1982, 18.80 (19.54).

Special Teacher Details to be negotiated.
 Funded Leave
 Plan and Job
 Sharing (new):

Essex County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (500 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled with mediation assistance during a work stoppage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
	General Increases	5%	1%
	Teacher - Level 1 0-6 years	\$12,039-\$17,356 (\$11,147-\$16,070)	\$12,159-\$17,530
	Teacher - Level 4 0-10 years	\$15,804-\$25,402 (\$14,633-\$23,520)	\$15,962-\$25,656
	Teacher - Level 7 0-12 years	\$19,642-\$32,046 (\$18,187-\$29,672)	\$19,838-\$32,366
	Principal 0-2 years	\$35,640-\$36,720 (\$33,000-\$34,000)	\$35,996-\$37,087

Effective	<u>Sept. 1/81</u>
General Increases	9%
Teacher - Level 1 0-6 years	\$13,253-\$19,108
Teacher - Level 4 0-10 years	\$17,397-\$27,965
Teacher - Level 7 0-12 years	\$21,623-\$35,279
Principapl 0-2 years	\$39,236-\$40,425

Responsibility Allowance: Vice-Principal (Unilingual School) - \$1,600 (\$1,200) on appointment plus 2 increments of \$650 (unchanged).

Vice-Principal (Bilingual School) - Head of French or English Section) - \$1,650 (\$1,250) on appointment plus 2 increments of \$700 (unchanged).

Coordinator - \$2,300-\$3,600 (\$1,900-\$3,200) 0-2 years.

Consultant - \$1,150-\$1,750 (\$850-\$1,450) 0-2 years.

Department Head - \$1,300 (\$1,000).

Head Teacher - \$600 (\$400).

Health and
Welfare:

Vision Care - Effective May 1, 1981, \$100 (\$60) allowance every 2 years.

Prescription Drugs - Effective May 1, 1981, \$1 (35¢) service fee per prescription.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Frontenac County Board of Education - Locals 1480 and 1727, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, covering 360 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Sept. 1/81</u>
	General Increases	50¢	45¢
	Skilled Trades Adjustment	30¢	
	Additional Adjustments	20¢ for Utility Man III; 10¢ for Head Caretaker, Secondary School	
	Clerk Typist-Secondary School (0-3 years)	\$5.43-\$6.39 (\$4.93-\$5.89)	\$5.88-\$6.84
	Caretaker	\$6.62 (\$6.12)	\$7.07
	Craftsman I	\$9.55 (\$8.75)	\$10.00
	Effective	<u>Jan. 1/82</u>	<u>Sept. 1/82</u>
	General Increases	50¢	45¢
	Skilled Trades Adjustment	20¢	
	Additional Adjustment	5¢ for Head Caretaker, Secondary School	
	Clerk Typist-Secondary School (0-3 years)	\$6.38-\$7.34	\$6.83-\$7.79
	Caretaker	\$7.57	\$8.02

	<u>Jan. 1/82</u>	<u>Sept. 1/82</u>
Craftsman I	\$10.70	\$11.15
Probationary period is 3 months for Clerk Typist-Secondary School.		
Shift Premium:	0-20¢-22¢ (0-17¢-20¢).	
Overtime Pay:	Time and one-half after 8 hours per day and for all work performed on holidays and regular days off for full-time assistant caretakers (new).	
Paid Holidays:	Remembrance Day is added as a lieu day, for a total of 12 days.	
Paid Vacation:	21 working days after 18 (19) years' service, 24 days after 19 (22) years and 5 weeks after 20 (22) years.	
	Retirees who work until August 31 of their last year, receive full vacation credits (new).	
Health and Welfare:	<u>Extended Health Care</u> - Eyeglasses are added with a maximum benefit of \$100 per pair (new). Effective January 1, 1982, deductibles are \$20 (\$50) family and \$10 (\$25) single. <u>Long Term Disability (new)</u> - The parties mutually agree that the will attempt to incorporate a plan as soon as possible. The employer will contribute 2¢ per hour worked per employee. <u>Dental Plan (new)</u> - Employer pays 50% of premium costs for Blue Cross Dental Plan No. 9. Payments are based on the 1980 Ontario Dental Association fee schedule.	

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind. (615 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
General Increases (Teachers' Grid)		9%	9%
Teacher - Category D 0-6 years		\$11,990-\$16,595 (\$11,000-\$15,200)	\$13,069-\$18,115
Teacher - Category A1 0-11 years		\$14,960-\$25,860 (\$13,700-\$23,700)	\$16,333-\$28,214
Teacher - Category A4 0-14 years		\$17,331-\$32,618 (\$15,900-\$29,900)	\$18,891-\$35,581
<u>Principals</u>			
5-12 teachers		\$33,700-\$36,500 (\$30,600-\$33,400)	\$37,200-\$40,000

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
13 or more teachers	\$35,700-\$38,500 (\$32,600-\$35,400)	\$39,200-\$42,000
Effective	<u>Jan. 1/82</u>	
General Increase	2% of August 31, 1981 rates	
Teacher - Category D 0-6 years	\$13,309-\$18,447	
Teacher - Category A1 0-11 years	\$16,633-\$28,732	
Teacher - Category A4 0-14 years	\$19,237-\$36,233	
Cost of Living Allowance:	Discontinued.	
Responsibility Allowance:	<u>Vice-Principal</u> - \$3,100 (\$3,000). Effective September 1, 1981, \$3,200.	
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Effective approximately July 1, 1981, employer pays 75% of premium costs.	
	<u>Dental Plan</u> - Payments are based on the 1980 (1976) Ontario Dental Association fee schedule.	

Hastings County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (505 employees): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, settled at the post mediation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/80</u>
	Increases (Teachers' Grid)	9%
	Teacher - Category 1 0-11 years	\$16,023-\$25,833 (\$14,700-\$23,700)
	Teacher - Category 4 0-13 years	\$18,966-\$32,809 (\$17,400-\$30,100)
	Vice-Principal	\$37,400-\$38,900 (\$34,500-\$36,000)
	Principal	\$41,700-\$44,500 (\$38,400-\$41,200)
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Effective approximately July 1, 1981, employer pays 75% of premium costs.	

Dental Plan - Payments are based on the 1980 (1976) Ontario Dental Association fee schedule.

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (525 office, clerical, and technical employees)

A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/81	Sept. 1/81
	General Increases	8%	5%
	Mail Clerk 2	\$168.69-\$201.64 (\$156.19-\$186.70)	\$177.12-\$211.72
	School Secretary	\$209.75-\$282.51 (\$194.21-\$261.58)	\$220.24-\$296.64
	Assessment Revisor 2	\$349.66-\$405.95 (\$323.76-\$375.88)	\$367.14-\$426.25
	Effective	Jan. 1/82	Oct. 1/82
	Average Increase	11.3%	
	Stratification of Wage Grid*		9.9%
	Mail Clerk 2	\$187.75-\$224.42	\$196.00-\$241.00
	School Secretary	\$233.44-\$314.43	\$270.00-\$350.00
	Assessment Revisor 2	\$389.17-\$451.83	\$395.00-\$461.00

*8 categories (previously 43 classifications). The resultant average increase is approximately 9.9%.

Hours of Work: 35 per week (unchanged).

Paid Holidays: 12 (unchanged).

Paid Vacation: 5 weeks plus 1 day after 25 years' service, 5 weeks plus 2 days after 26 years and 5 weeks plus 3 days after 27 years (new). Also 3 weeks after 1 year, 4 weeks after 10 years and 6 weeks after 28 years (unchanged).

Health and Welfare: Prescription Eyeglasses (new) - Maximum claim is \$60 every 2 years.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Pension Plan: O.M.E.R.S. (Ontario Municipal Employees' Retirement System) - Supplementary Type I (new) - Credits years of service prior to January 1, 1968.

Adoption Leave 17 weeks without pay.
(new):

Niagara South Board of Education - Secretarial and Clerical Association (Ind.): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	10 1/2%
	Additional Adjustments	\$2 per week for Secretary III; \$5 per week for Payroll Clerk I and Accounting Clerk I plus reclassification
	Clerk-Typist	\$193-\$227 (\$175-\$205)
	Secretary I	\$226-\$293 (\$205-\$265)

Probationary period is 6 months. Maximum rates for Clerk-Typist are reached after 3 years and for Secretary I after 5 years.

Paid Vacation: 6 weeks after 28 (30) years' service.

Norfolk Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1979 to August 31, 1981, covering 233 employees, settled by arbitration following a work stoppage. Duration of negotiations - 22 months.

Wages:	Effective	<u>Sept. 1/79</u>	<u>Feb. 1/80</u>
	Average Increases	6.3%-7.9%	1%-1.75%
	Teacher Category I 0-10 years	\$14,300-\$23,300 (\$13,250-\$21,750)	\$14,550-\$23,550
	Teacher Category IV 0-10 years	\$17,100-\$29,400 (\$16,050-\$27,650)	\$17,400-\$29,700
	Vice-Principal 0-3 years	\$32,694-\$35,574 (\$30,700-\$33,400)	\$33,033-\$35,937
	Principal 0-3 years	\$36,750-\$40,278 (\$34,400-\$37,700)	\$37,119-\$40,689
		<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
	Average Increases	8.3%-9.5%	1.55%-2.6%

	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>
Teacher Category I 0-10 years	\$15,800-\$25,500	\$16,200-\$25,900
Teacher Category IV 0-10 years	\$19,050-\$32,200	\$19,550-\$32,700
Vice-Principal 0-3 years	\$35,809-\$38,962	\$36,369-\$39,567
Principal 0-3 years	\$39,940-\$43,792	\$40,572-\$44,472
Cost of Living Allowance:	1% for each 1% rise in the Consumer Price Index-1971=100, using August, 1979 as the base index month in the first year of contract, and August, 1980, in the second year. Triggers at 8%. Payable as a lump sum payment in September, 1980 and September, 1981. (Basic formula is unchanged.)	
Responsibility Allowances:	Effective	<u>Sept. 1/80</u>
	Technical and/or Commercial Director	\$2,600 (\$2,450)
	Major Department Head	\$2,450 (\$2,300)
	Intermediate Department Head	\$1,775 (\$1,700)
	Minor Department Head	\$1,175 (\$1,100)
	Assistant Department Head	\$1,175 (\$1,100)
"4 over 5 Years" Leave Plan (new):	Designed to reduce the incidence of declaring teachers surplus. Employee may elect to be paid at 80% of salary for 5 years in order to take one of the years as a leave of absence. Full insurance premium contributions are maintained throughout.	
Health and Welfare:	Life Insurance - Effective September 1, 1980, maximum of \$100,000 (\$75,000) coverage.	

Ottawa Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,600 employees): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, settled at the post fact finder bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	Increases (Teachers' Grid)	8%	8.84%
	Teacher - Category A1 0-10 years	\$16,743-\$27,512 (\$15,503-\$25,474)	\$18,223-\$29,943
	Teacher - Category A4 0-10 years	\$19,538-\$33,674 (\$18,091-\$31,180)	\$21,265-\$36,650

	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Vice-Principal 0-3 years	\$37,220-\$40,765 (\$34,220-\$37,765)	\$40,220-\$43,765
Principal 0-3 years	\$42,395-\$46,770 (\$39,395-\$43,770)	\$45,395-\$49,770

Health and
Welfare:

Semi-Private Hospitalization - Employer pays 80% (50%) of premium costs.

Dental Plan - Effective June 1, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective June 1, 1982, the 1981 ODA fee schedule.

Oxford County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1980 to August 31, 1981, covering 358 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 14 months.

Wages:

Effective	<u>Sept. 1/80</u>
General Increase	10.51% approx.
Teacher - Group 1 0-11 years	\$15,353-\$25,168 (\$13,893-\$22,775)
Teacher - Group 4 0-11 years	\$18,190-\$32,600 (\$16,460-\$29,500)
Principal 0-3 years	\$41,052-\$44,674 (\$37,148-\$40,426)
Vice Principal 0-3 years	\$37,551-\$39,723 (\$33,980-\$35,946)

	<u>Qualified</u>	<u>Unqualified</u>
Responsibility Allowances:		
Director of Department and Major Head of Department	- \$2,564 (\$2,385)	\$1,908 (\$1,775)
Minor Department Head	- \$1,758 (\$1,635)	\$941 (\$875)
Assistant Director and Assistant Department Head	- \$1,129 (\$1,050)	\$817 (\$760)
Subject Chairman	- \$860 (\$800)	\$538 (\$500)
Consultant	- \$2,795 (\$2,600)	

Extra Degree
Allowances:

Master's Degree - \$662 (\$600) per year for teachers, vice principals and principals.

Doctoral Program - \$772 per year (Previously, paid as negotiated between the applicant and the Board).

Teaching Allowance: \$300 (\$250) per year, up to a maximum of \$3,000 for each year of experience.

"4 over 5 Years" Leave Plan (new): Designed to lessen the impact of declining enrolment on permanent contract teachers. Plan provides for a one-year self-funded leave for teachers with 3 years' service. Effective September 1, 1980, participating teachers contribute \$20 per pay for 22 consecutive pays to a joint Trust Fund, administered and invested by the Board. In each year of the plan teachers receive a percentage of salary plus their applicable allowance. The remaining percentage plus accrued interest will be paid to the teacher during the one-year leave.

Severance Pay: Permanent contract teachers with less than 5 years' service if (new): declared redundant, receive 1/12 of annual salary, 1/6 after 5 years, and 1/4 after 8 years.

Toronto City Board of Education, York Borough Board of Education, and Metropolitan Toronto School Board - Ontario Secondary School Teachers' Federation (Ind.) (2,800 employees): Two 24-month renewal agreements effective from September 1, 1980 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>	<u>Sept. 1/81</u>
COLA		.5%		
Fold-in				
Increases		*	*	9.8%
Teacher - Group 1 0-10 years	\$15,434-\$26,682 (\$14,146-\$24,348)	\$15,596-\$26,844	\$17,124-\$29,475	
Teacher - Group 4 0-10 years	\$18,584-\$33,281 (\$17,003-\$30,334)	\$18,746-\$33,443	\$20,583-\$36,720	
<u>Principals</u>				
Secondary Schools 0-3 years	\$41,873-\$45,153 (\$38,488-\$41,503)	\$42,035-\$45,315	\$46,413-\$49,988	
Junior High Schools (Toronto only) 0-2 years	\$40,062-\$43,345 (\$36,823-\$39,841)	\$40,224-\$43,507	\$44,439-\$48,017	
<u>Vice-Principals</u>				
Secondary Schools 0-3 years	\$36,264-\$39,548 (\$33,332-\$36,351)	\$36,426-\$39,710	\$39,700-\$43,279	

	<u>Sept. 1/80</u>	<u>Jan. 1/81</u>	<u>Sept. 1/81</u>
Junior High Schools (Toronto only) 0-3 years	\$34,622-\$37,908 (\$31,823-\$34,843)	\$34,784-\$38,070	\$37,910-\$41,492
Co-ordinator 12-month term	\$40,062-\$43,345 (\$36,823-\$39,841)	\$40,224-\$43,507	\$43,839-\$47,417

*General Increases - Teachers' Grid - Split grid the first year with an overall annual general increase equal to 9.7% less \$65.

Cost of Living Allowance:

0.5% of annual salary generated under the previous agreement is paid as a lump sum September 30, 1980 and subsequently folded into the grid.

Effective September 1, 1981, calculations will be made for any month in which the Consumer Price Index - based on the 1971 Index for Metropolitan Toronto exceeds 110.3% of the CPI for August 1981. The excess multiplied by the employee's monthly salary will equal the allowance for the month in question. This amount will be paid in a lump sum following the last calculation for August 1982. (Previous formula similar. Triggered at 107%.)

Responsibility Allowances:

Head of Department (Toronto) - \$2,731 (\$2,491)
Major Department Head (York) - \$2,731 (\$2,491)
Technical/Commercial Director and Consultant (Toronto) - \$3,080 (\$2,809)
Consultant (York) - \$3,428 (\$3,127)

Special Education Teacher Allowance:

Holding an Elementary Certificate in Special Education - \$465 (\$424) per school year.
Holding a Specialist Certificate in Special Education - \$902 (\$822) per school year.

Health and Welfare:

Life Insurance - \$120,000 (\$100,000) maximum.
Eyeglasses (including contact lenses) - Maximum claim of \$75 (\$60) every 2 years. If contact lenses are prescribed for medical rather than cosmetic reasons, the maximum is \$150 (new).
Dental Plan - Effective September 1, 1981 employer pays 100% (75%) of premium costs. Payments are based on the 1981 (1978 - Toronto; 1979-York) Ontario Dental Association fee schedule.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Thoroughbred Race Operations), province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 350 employees, settled at the bargaining stage.
Duration of negotiations - 3-1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	\$5.70 per day
	Additional Adjustment	\$2 per day for Seniority Money Room Personnel
	<u>Toronto - Daily Rates</u>	
	Messenger Bettor	\$42.42 (\$36.72)
	Terminal Operator	\$62.00 (56.30)
Premium Pay:	\$5 (\$4) per day for extra duty.	
Vacation Pay:	9% (8%) after 10 years' service, 10% (9%) after 15 years, and 11% (10%) after 20 years.	
Health and Welfare:	<u>Life Insurance</u> - Effective March 1, 1981, \$10,000 (\$7,500) coverage to age 65.	
	<u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association schedule of fees.	
Pension Plan:	Effective May 3, 1981, a compulsory plan (new) will be implemented, whereby the employer and employee each contribute 2% of gross wages. A joint committee to be established to finalize all other details. Contributions to the previous plan are frozen as of May 2, 1981.	

SERVICES TO BUSINESS MANAGEMENT

NDT Management Association on behalf of Non-Destructive Testing Companies,
Canada-wide - Quality Control Council of Canada on behalf of
Local 128, Boilermakers (AFL-CIO/CLC) and Local 46, Plumbers
(AFL-CIO/CLC) (technicians, trainees and helpers): A 24-month
 renewal agreement effective from December 1, 1980 to November 30,
 1982, covering 230 Ontario employees, settled at the conciliation
 officer stage and ratified in Ontario in February, 1981.
 Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>
	Increases	*	*
	Junior Technician with less than 2 certificates	\$10.00	\$11.22
	Senior Technician with 3 certificates	\$14.15	\$15.40

*Increases and previous rates are not shown due to the restructuring of the wage scale according to the number of CGSB certificates held.

Overtime Pay: Double time for overtime work performed in a fabrication shop or industrial plant in which the regular employees are paid double time for all overtime and for more than 3 days work on a pipeline built under the U.A. Pipeline Agreement for Canada, if that agreement is amended (new).

Layoff or Discharge Pay: Employee receives 8 hours' pay up to a maximum of 40 hours for each day he is kept waiting for his cheque, if not mailed within 2 business days after employer receives time sheets (new).

Responsibility Allowance (new): \$1 per hour for employees assigned to direct a crew of 6 employees or more and keep records of their hours of work.

Holiday Pay: Laid-off employees who have worked at least 20 days since the last paid holiday with the same employer receive holiday pay for the next paid holiday provided they work the last scheduled working day.

Vacation Pay: 6% of gross earnings for all employees. (Previously, 4% for probationary employees.)

Bereavement Leave: Grandparents, grandchildren, son-in-law and daughter-in-law are added for up to 3 days' paid leave to attend the funeral.

Health and Welfare: Life Insurance and A.D. & D. - \$25,000 (\$15,000) coverage.

Weekly Indemnity - Maximum benefit is \$200 per week. (Previously, floated on UIC maximum) An employee who has received an overdose of ionizing radiation and is not eligible for Workmen's Compensation, and is unable to perform other work is entitled to receive benefits (new).

Long Term Disability - Benefit increases to \$500 (\$400) per month.

Vision Care - Maximum claim is \$100 (\$75) every 24 months for frames and lenses.

Surviving Spouse Benefits - Dental, vision care and major medical benefits continue for 1 year from death (new).

Dental Plan - Maximum orthodontic benefit is \$800 (\$650).

Clothing Allowance: Employer pays \$30 (\$15) per week up to a maximum of 10 weeks at \$300 (\$150) for purchasing and/or replacing cold weather clothing.

Fire Insurance: \$2,000 (\$400) coverage for personal effects.

Mileage Allowance: 22¢ per kilometer (30¢ per mile). Effective December 1, 1981, 25¢ per kilometer.

Subsistence Allowance: \$40 (\$25) minimum per day. Effective December 1, 1981, \$50 per day. Employees on pipeline projects where camps are not provided receive this or the allowance provided for in the Pipeline Contractors Association agreement with the U.A., whichever is greater. (Previously, received the latter.)

Travelling Time Allowance: Overtime rates will apply where applicable (previously, regular rate of pay to a maximum of 8 hours per day).

PERSONAL SERVICES

Skyline Hotel at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month first agreement effective from May 1, 1981 to April 30, 1984, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/81</u>	<u>Nov. 1/81</u>
	Increases	13.1% approx.	5¢-35¢ for all departments except Kitchen and Engineering
	Maid	\$3.70	\$4.00
	Waiter/Waitress	\$2.95	\$3.15
	Electrician	\$7.00	\$7.00
	Effective	<u>May 1/82</u>	<u>May 1/83</u>
	Increases	10¢-70¢	5¢-75¢
	Maid	\$4.35	\$4.80*
	Waiter/Waitress	\$3.35	\$3.62*
	Electrician	\$7.70	\$8.50*

*Rates shown may be 25¢ per hour less for new employees during the 60-days worked probationary period.

Hours of Work: 40 hours per week.

Holiday Pay: Time and one-half for all hours worked, plus holiday pay or a day off in lieu when required to work on a statutory holiday.

Paid Holidays: New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 8 days. Effective in the second year, Boxing Day is added for a total of 9 days.

Paid Vacation: 2 weeks at 4% of earnings after 1 years' service, 3 weeks at 6% after 7 years, and 4 weeks at 8% after 15 years.

Vacation Pay: 4% of earnings for less than 1 year's service.

Paid Sick Leave: Effective May 1, 1982, 4 days, non-cumulative per year after 1 year of cumulative compensated service. Allowance for sick pay commences after the third day of illness.

Health and
Welfare:

Group Insurance Program - (Includes Life Insurance, A.D.& D., Weekly Indemnity and Supplementary Health Care) - Effective May 1, 1983, employer pays 23¢ per hour worked for all regular full-time employees who have completed their probationary period.

OHIP - Employer pays 50% of premium costs. Effective in the second year, employer pays 75% of premium costs for employees with 1 year of continuous service. Effective in the third year, 100% of premium costs for employees with 2 years' service.

Toronto Hotel Employers Association (a non-incorporated voluntary employers association) representing Chelsea Inn, Hampton Court Hotel, Hotel Toronto, Inn on the Park, Loew's Westbury, Prince Hotel, Ramada Inn (Don Valley), Ramada Inn (Downtown), and The Sheraton Centre at Toronto - Local 75*, Hotel Employees (AFL-CIO/CLC) (3,315 employees): A 37-month renewal agreement effective from January 1, 1981 to January 31, 1984, settled with mediation assistance. Duration of negotiations - 8 months.

*New local following the merger of Locals 299 and 254.

Wages:	Effective	Jan. 1/81	Jan. 1/82	Jan. 1/83
Increases		31¢-65¢**	25¢-66¢	25¢-66¢
Waiter/Waitress		\$3.70 (\$3.39)	\$3.95	\$4.20
Maid		\$4.50 (\$4.00)	\$5.00	\$5.50
Maintenance Electrician		\$5.85 (\$5.22)	\$6.48	\$7.11
Station Chef		\$6.80 (\$6.07)	\$7.53	\$8.26

**Exceptions - Bushelp - 23¢; Laundry Runner - \$1.01.

Probationary Starting Rate (new) - Applies for first 50 days worked. Up to \$1 below classification rates. No start rate is to be less than classification rates in effect December 31, 1980.

Provincial Minimum Wage - All rates to remain at least 15¢ in excess of legislated rates. (Previously only applied to non-gratuity employees.)

Red Circle Rates - Any employee, in the food production or maintenance areas, currently receiving a rate in excess of the contract rate, shall receive an increase of 40¢ per hour per year. At no time will these employees receive less than the contract rates.

Hours of Work: Full-time employees - 40 per week (unchanged).

Premium Pay for
6th Day of Work
(new): Time and one-half.

Temporary Transfer Rate (new):	An employee transferred to another job for 1 hour or more will receive his own rate or the rate of the new job whichever is higher.
Negotiation Pay (new):	Employer pays, at regular rate, one union member from each hotel for time lost from work due to negotiations.
Shop Stewards:	11 (5) per hotel. Union stewards with at least 1 year of seniority will not be sent home or laid off because of lack of work provided they are able and willing to perform any work available in their respective departments (new).
Tour Baggage Allowance (new):	Provides in 1981 and 1982, 75¢ a bag in and 75¢ out. Effective in 1983, \$1.
Corkage Fee (new):	Provides an allowance equal to 15% of charge to employee doing bar setup.
C.O.D. Bars/Gratuity (new):	15¢ per ticket.
Gold Plate Service (new):	Provides a minimum gratuity of \$40.
Paid Holidays:	11 (unchanged). Option of taking an alternate day off in lieu of a holiday worked discontinued.
Paid Vacation:	4 weeks after 14 years' service (new). Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).
Sick Leave:	8 days after 5 years (new); 5 days after 1 year (unchanged).
Bereavement Leave:	3 days in the event of death of a grandchild (new). Total allowance under this clause in any one year is limited to 6 days (unchanged).
Jury Duty Pay (new):	Employees receive full pay while absent from work. Employees remit to the employer jury duty pay less travel, meals and other expenses incurred.
Health and Welfare:	<p>Health and Welfare Plan - (Includes, Life Insurance, A.D. & D., Weekly Indemnity and Supplementary Health Care) - Effective July 1, 1981, employer pays 23¢ per hour worked for all full-time regular employees who have completed qualifying period of 50 days worked. This fixed amount represents 100% of the current premiums. (Previously, employer paid 70%). Full-time employee, for the purpose of this clause, defined as an employee working 20 or more hours per week.</p> <p>OHIP - 100% paid for employees on staff as of ratification. New employees pay 100% during probation, 50% after probation, 0% after 1 year.</p> <p>Employer pays 3 months OHIP in case of illness or accident.</p>

Subcontracting: Management will otherwise assign or offer alternate employment to any employee displaced as a result of subcontracting. Such a transfer will not result in a lesser rate of pay than the position previously held (new).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(administrative services and programme administration groups)
(27,390 employees): Two 14-month renewal agreements effective from April 15, 1981 to June 20, 1982, with wages retroactive to December 24 and December 22, 1980 respectively, settled by arbitration. Duration of negotiations - 6 months.

Wages:	<u>PM Group</u>	
	Effective	<u>Dec. 22/80</u> <u>Oct. 19/81</u>
	General Increases	10% 6%
	<u>Annual Rates</u>	
	PM - 1	\$17,773-\$21,764 \$18,839-\$23,070 (\$16,157-\$19,785)
	PM - 4	\$25,350-\$28,566 \$26,871-\$30,280 (\$23,045-\$25,969)
	PM - 6	\$35,868-\$40,490 \$38,020-\$42,919 (\$32,607-\$36,809)

	<u>AS Group</u>	
	Effective	<u>Dec. 24/80</u> <u>Oct. 19/81</u>
	General Increases	10% 6%
	<u>Annual Rates</u>	
	AS - 1	\$19,304-\$22,353 \$20,462-\$23,694 (\$17,549-\$20,321)
	AS - 4	\$24,728-\$27,517 \$26,212-\$29,168 (\$22,480-\$25,015)
	AS - 8	\$37,400-\$45,700 \$39,700-\$48,500 (\$34,000-\$41,500)

Hours of work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 per week (new).

Shift Premium: Effective December 21, 1981, 0-35¢-45¢ (0-30¢-40¢).

Weekend Premium: Effective December 21, 1981, 45¢ per hour for regularly scheduled work on a Saturday or Sunday. (Previously, 35¢ for Programme Administration group and new for Administrative Services group).

Overtime Pay: Provision applies to the PM and AS Levels 1-7 (1-6).

Standby Pay: Effective December 21, 1981, \$7 (\$6) per 8-hour period on a regular work day, \$14 (\$12) on a day of rest or paid holiday.

Paid Holidays: 11 (unchanged).

Paid Vacation: Effective December 21, 1981, 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Bereavement Leave: Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).

Leave with Pay for Family Related Responsibilities (new): Up to 1/2 day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.

Leave Without Pay: Paternity (new) - Maximum 26 weeks.
Adoption (new) - Maximum 26 weeks.
Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.
Personal Needs (new) - Maximum one year, to be granted only once.
Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (2,550 heating, power and stationary plant operation groups supervisory and non-supervisory employees): A 15-month renewal agreement effective from April 14, 1981 to July 6, 1982, with wages retroactive to July 7, 1980, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>July 7/80</u>	<u>Mar. 7/81</u>	<u>Nov. 7/81</u>
General Increases		60¢ per hour	7.5%	7%
HP - 1		\$14,249-\$14,626 (\$12,997-\$13,374)	\$15,318-\$15,723	\$16,390-\$16,824
HP - 8		\$25,494-\$27,806 (\$24,242-\$26,554)	\$27,406-\$29,891	\$29,324-\$31,983

Hours of Work: 40 per week (unchanged). Provision for flexibility of working a 12-hour shift (previously on a trial basis).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour for regularly scheduled work on Saturday or Sunday.

Acting Pay: Qualifying period is 5 days (unchanged) including any statutory holiday falling within this period (new).

Holiday Pay: Double time for work on a paid holiday close to a day of rest on which the employee also worked and was paid at double time.

Paid Holidays: 11 (unchanged).

Paid Vacation: 5 weeks after 22 (25) years. Also 3 weeks after 1 year, and 4 weeks after 10 years (unchanged).

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.

Meal Allowance: \$3.75 (\$3.25) after 3 hours' overtime and \$2.75 (\$2.35) after an additional 4 hours. Effective July 7, 1981, \$4 and \$3 respectively.

Severance Pay: 1 weeks' pay per year of service to maximum 28 weeks for an employee who has more than 1 year of continuous service and is released for incapacity (new).

National Research Council of Canada - Research Council Employees' Association (Ind.) (clerical and regulatory group): A 12-month renewal agreement effective from December 22, 1980 to December 20, 1981, covering 352 Ontario employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>May 11/81</u>
General Increases		11%	4%
CR - Level 1		\$9,794-\$10,972 (\$8,823-\$9,885)	\$10,186-\$11,411
CR - Level 7		\$22,089-\$24,188 (\$19,900-\$21,791)	\$22,973-\$25,156

Acting Pay: Qualifying period is 5 (10) consecutive working days of performing the duties of a higher position for CR4, 5, 6 and 7.

Paid Vacation: Effective May 1, 1981, 5 weeks after 22 (25) years' service.

Maternity Leave: Employee receives an allowance equivalent to 2 weeks of UIC benefits during the 2-week waiting period (new).

Severance Pay: Maximum of 26 weeks' pay on release for incapacity (new).

Meal Allowance: \$4 (\$3.25) after 3 hours overtime and an additional \$3 (\$2.50) after 4 additional hours.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.) (3,850 cadet and police officers): A 21-month renewal agreement effective from April 1, 1981 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
	Increases	9.4%	3.4%	10%
	(on 1st Class Constable rate)			

Annual Rates

Probationary Constable 1-12 months	\$18,826 (\$17,360)	\$19,473	\$21,435
3rd Class Constable 12-24 months	\$21,623 (\$20,185)	\$22,374	\$24,628
1st Class Constable 36 or more months	\$26,194 (\$23,935)	\$27,091	\$29,825
Sergeant Major 12 or more months	\$33,707 (\$30,665)	\$34,876	\$38,403

Hours of Work: 40 per week (unchanged).

Shift Premium: 22¢ (20¢) per hour for all shifts commencing between 1 p.m. and 5 a.m. Effective January 1, 1982, 25¢.

Isolation Pay: \$10-\$60 (\$8-\$48) per month, depending on location.

Paid Holidays: 11 days (unchanged). Employees working on a statutory holiday receive regular rate of pay plus 1 1/2 hours credit for each hour worked with a minimum credit of 8 hours. (Previously, no minimum credit. Credited 12 hours for working the 8-hour shift.)

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 20 (22) years. Also 3 weeks after 1 year (unchanged).

One-Time Bonus Vacation (new) - 5 extra days added to vacation entitlement upon completion of 25 years of service.

Health and Welfare: Life Insurance - Coverage equals 100% (75%) of employee's annual salary.

Entitlement on Death (new) - Effective as soon as possible, \$100,000 benefit paid survivor of an officer killed on duty.

Supplementary Health and Hospital Insurance - Coverage up to \$25 (\$20) per day for hospital accommodation over and above standard ward coverage.

Dental Plan - 60%/40% (50%/50%) co-insurance. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, 65%/35% co-insurance. Payments are based on the 1981 ODA fee schedule. Employer continues to pay premium.

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (10,100 clerical services category employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/81	May 1/81
General Increases		9%	\$12.35 per week
<u>Weekly Rates</u>			
Clerk 1, General		\$185.92-\$210.34 (\$170.57-\$192.97)	\$198.27-\$222.69
Clerk 3, General		\$256.66-\$292.05 (\$235.47-\$267.94)	\$269.01-\$304.40
Clerk 6, General		\$360.75-\$419.42 (\$330.96-\$384.79)	\$373.10-\$431.77

Hours of Work: 36 1/4 per week for most classifications (unchanged).

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (4,450 general operational services category employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/81	May 1/81
General Increases		9%	\$12.35 per week
Additional Adjustments		*	
<u>Hourly Rates</u>			
Cleaner 1		\$5.85-\$6.01 (\$5.37-\$5.51)	\$6.16-\$6.32
Clerk 2 Supply		\$6.99-\$7.40 (\$6.41-\$6.79)	\$7.30-\$7.71
Area Supply Supervisor (Bargaining Unit) (Non-supervisory position)		\$473.05-\$510.35 (\$433.99-\$468.21)	\$485.40-\$522.70

*Adjustments - Security Officer 1 - \$5.81 per week, Security Officer 2 - \$5.81 per week to minimum and \$16.56 to maximum, Security Officer 3 - \$16.56 per week.

Hours of Work: Most classifications - 40 per week; some - 36 1/4 (unchanged).

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (7,200 office services category employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>May 1/81</u>	<u>July 1/81</u>
	General Increases	9%	\$12.35 per week	
	Adjustment (Typist 3,4; Clerical Typist 3,4; Clerical Steno 3,4,5; Secretary 3,4,5)			\$2.50 per week

Weekly Rates

Operator 1,	\$208.54-\$236.06	\$220.89-\$248.41
Telephone Switch- board	(\$191.32-\$216.57)	
Data Processing Technician 1	\$228.77-\$251.42 (\$209.88-\$230.66)	\$241.12-\$263.77
Supreme Court Reporter 1	\$456.10-\$540.23 (\$418.44-\$495.62)	\$468.45-\$552.58

Hours of Work: 36 1/4 per week for above classifications; hours for other classifications vary (unchanged).

LOCAL ADMINISTRATION

London City Board of Commissioners of Police - Police Association (Ind.) (policemen and cadets): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 329 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
	Increases:			
	Policemen	9.84%	6.72%	10.37%
	Cadets	3%		3%
	Cadet 0-2 (3) years	\$11,978-\$14,224 (\$11,629-\$13,810)	\$11,978-\$14,224	\$12,577-\$14,935
	First Class Constable	\$25,300 (\$23,034)	\$27,000	\$29,800
	Superintendent 1st Class	\$38,387 (\$34,948)	\$40,967	\$45,215

Training Officer Premium (new): \$2 per day while training a rookie. Effective January 1, 1982, \$2.50.

Service Pay: \$70 (\$65) annually for every 5 years of continuous service. Effective January 1, 1982, \$75.

Sick Leave: Effective January 1, 1982, 6 non-cumulative days per year for new employees. Plan provides for an additional 124 days per year at 75% salary.

Clothing Allowance: \$600 (\$525) per year for all plainclothes officers. Effective January 1, 1982, \$700.

Court Time Allowance: Minimum 4.5 (4) hours' pay to attend court in off-duty hours.

Cleaning Allowance: \$10 (\$7.50) per month. Effective January 1, 1982, \$12.

Meal Allowance: \$5 (\$3) after 11 consecutive hours.

Out of Town Allowance: \$5 (\$3.60) per day for a minimum of 4 hours between 1830 hours and 0800 hours.

Travel Allowance: \$4 (\$3.25) for breakfast, \$5 (\$3.60) for lunch and \$9.50 (\$9.10) for dinner, for members required to travel to another municipality.

London City Corporation - Local 101, Canadian Union of Public Employees (CLC) (inside workers): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 311 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
General Increases		9.47%	10%
Job Class 2 (includes Jr. Clerk)		\$10,205-\$13,875 (\$9,322-\$12,675)	\$11,226-\$15,263
Job Class 12 (includes Planner)		\$18,126-\$26,185 (\$16,558-\$23,920)	\$19,939-\$28,804

Previous rates reflect a 2.6% COLA Fold-in on December 31, 1980.

Probationary period is 90 calendar days. Maximum rate for Jr. Clerk is reached after five 6-month increases and for Planner after 6 annual increases.

Cost of Living Allowance:

Deleted.

Shift Premium:

28¢ (25¢) per hour.

Paid Vacation:

3 weeks plus 1 day after 6 years' service, 3 weeks plus 2 days after 7 years, 3 weeks plus 3 days after 8 years and 3 weeks plus 4 days after 9 years (new).

Pension Plan:

Effective May 1, 1981, OMERS Type I (II) Supplementary will be implemented. Employer pays the cost for past service.

Mileage Employer agrees to re-open this provision between January 1, 1982
Allowance: and January 15, 1982, if there is a substantial rise in costs in
1981.

London City Corporation - Locals 107 and 739, Canadian Union of Public Employees
(CLC) (515 outside employees and 40 foremen): Two 24-month
renewal agreements effective from January 1, 1981 to December 31,
1982, settled at the conciliation officer stage. Duration of
negotiations - 7 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82
	General Increases	4.55%	10%
	<u>Outside Agreement</u>		
	Labourer	\$5.93-\$7.89 (\$5.67-\$7.55)	\$6.52-\$8.68
	Mechanic "A"	\$7.92-\$9.90 (\$7.58-\$9.47)	\$8.71-\$10.89
	<u>Foreman Agreement*</u>		
	Group 1 (includes Sanitation, Landfill)	\$9.32-\$10.77 (\$8.91-\$10.30)	\$10.25-\$11.85
	Group 3 (includes General Construction)	\$10.19-\$11.32 (\$9.75-\$10.83)	\$11.21-\$12.45

Previous rates shown reflect a 2.6% COLA fold-in.

*The January 1, 1981 rates reflect implementation of the Job
Evaluation findings.

Cost of Living Discontinued. (The previous Permanent Employees Protective
Allowance: System Incentive (P.E.P.S.I.) clause generated an increase of
2.6%.)

Hours of Work: 40 per week (unchanged). Mechanical Division retains compressed
work week, i.e. 4 ten-hour days.

Acting Pay: Employee receives top rate of the temporary new position
(unchanged). If the higher rated position is outside the
bargaining unit, the appointee, in addition to his regular rate
of pay, receives 10% of the starting rate applicable to the new
position (new).

Paid Holidays: 11 full days and 2 half days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 4 years, 4 weeks
after 10 years, 4 weeks plus 1 day after 18 years, 4 weeks plus 2
days after 19 years, 4 weeks plus 3 days after 20 years, 4 weeks
plus 4 days after 21 years and 5 weeks after 22 years (all
unchanged).

Health and Welfare: Life Insurance - Coverage remains at 2 1/2 times annual salary to a maximum of \$50,000 for outside employees (unchanged). Effective April 1, 1981, employee coverage to reflect increased wage rates. Maximum increases to \$50,000 (\$40,000) for foremen.

Weekly Indemnity - Pays approximately 70% of take-home pay (unchanged). Effective April 1, 1981, benefits to reflect increased wage rates.

Pension Plan: O.M.E.R.S. (Ontario Municipal Employees Retirement System) Type I Past Service Supplementary Plan (new) - Effective for employees retiring on or after January 1, 1981, provides for full service credit for all years of service; 2% formula; normal retirement age of 65; paid by employer. (Previous O.M.E.R.S. Supplementary Type II Plan provided for full credit for years of service since July 1964 and partial credit for years prior to July 1964.)

O.M.E.R.S. Type III Supplementary Plan (new) - Effective April 1, 1981, provides for actuarially unreduced benefits for employees retiring within 10 years of normal retirement date with 30 or more years of service.

Bereavement Leave: 1 day to attend funeral or memorial service in the event of death of an uncle, aunt, cousin, nephew, niece, sister-in-law, or brother-in-law. (Previously, 1 day if funeral was beyond 25 miles from city; time off with pay to attend the funeral if within the city.)

Apprenticeship Program (new): To effect certain areas of the Outside Works Division. Details to be ratified at a later date.

Waterloo Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 421 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82
General Increases		10.6%	5%	10%
Constable, Third Class		\$20,660 (\$18,680)	\$21,695	\$23,860
Constable, First Class		\$25,825 (\$23,350)	\$27,115	\$29,830
Staff Sergeant		\$30,835 (\$27,880)	\$32,380	\$35,615

Paid Holidays: Effective January 1, 1982, 1 day is added for a total of 12 days in lieu of statutory holidays.

Paid Vacation: 4 weeks after 10 (11) years' service. Effective January 1, 1982, 6 weeks after 25 (27) years.

Health and Welfare: Dependant Life Insurance - \$10,000 (\$5,000) coverage for spouse and \$3,000 (unchanged) for each eligible child.

Extended Health Care - Maximum claim for eyeglasses is \$60 (\$50) every 2 years. Effective January 1, 1982, \$70.

Dental Plan - Employer pays 80% (75%) of premium costs. Effective January 1, 1982, 100%.

Clothing Allowance: Employer contributes \$600 (\$550) towards the cost of clothing and footwear for employees in the Plainclothes Division. Effective January 1, 1982, employer contributes \$650.

Meal Allowance: \$6 maximum, for employee on duty out of the region. Effective January 1, 1982, \$6.75. (Previously, \$4 for mid-day lunch, and \$6 for evening meal.)

CONSTRUCTION

Hand Association of Sewer, Watermain and Road Contractors - Local 837, Labourers (AFL-CIO/CLC): A 22 1/2-month renewal agreement effective from February 16, 1981 to December 31, 1982, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 16/81</u>	<u>Jan. 1/82</u>
	General Increases	95¢	\$1.10
	Labourer (Road, Sewer and Watermain Section)	\$10.25 (\$9.30)	\$11.35
	Power Man (Tunnelling Section)	\$11.35 (\$10.40)	\$12.45

Shift Premium: \$1.00 (65¢) per hour on the second shift.

Overtime Pay: Time and one-half for all work performed before 7:00 a.m. and/or after 5:30 p.m. for work on bridges and structures, and 6:00 p.m. for all other work. Also all work performed in excess of 9 hours per day, for work on bridges and structures and 10 hours for all other work (new).

Health and Welfare: Employer contributes 90¢ (82¢) per hour worked.

Pension Plan: Effective January 1, 1982, employer contributes 60¢ (50¢) per hour worked.

Board Allowance: Maximum \$25 (\$15) per day or \$125 (\$75) per week.

Travelling Time Allowance: 18¢ per kilometre (15¢ per mile).

ADDENDUM

January 1981 Settlement

PAPER AND ALLIED

Domtar Packaging, Corrugated Containers Division, Intercity - Various locals,
Canadian Paperworkers (CLC): Three 25-month renewal agreements
 at St. Marys, Kitchener, and Peterborough effective from May 1,
 1980, one 24-month renewal agreement at Etobicoke effective from
 June 1, 1980 and one 23-month first agreement* at Toronto
 effective from June 23, 1980, covering a total of 1,000 Ontario
 employees are scheduled to expire May 31, 1982. The agreements
 were settled at the post conciliation bargaining stage and
 ratified in January, 1981. Duration of negotiations - 8 1/2
 months.

*Previously, Reed Ltd. with Local 466, Printing and Graphic
 Communications as the bargaining agent.

Wages:	Effective:			
	Toronto	June 23/80	June 1/81	Jan. 1/82
	Etobicoke	June 1/80	June 1/81	
	St. Marys,	May 1/80	June 1/81	Jan. 1/82
	Kitchener			
	and Peterborough			
	General Increases	\$1.37	9.5% minimum 90¢	Wage parity with Etobicoke
	Skilled Trades Adjustment	38¢		
	<u>Etobicoke Plant</u>			
	Grade 1 (includes Hand Partition Assembler)	\$7.86 (\$6.49)	\$8.76	
	Grade 25 (includes Electrician)	\$11.42 (\$9.67)	\$12.50	
Shift Premium:	Effective January 27, 1981, 0-22¢-27¢. (Previously, 0-17¢-24¢ for Kitchener, St. Marys and Peterborough; 0-18¢-18¢ for Toronto and 0-18¢-25¢ for Etobicoke.) Effective June 1, 1981, 0-25¢-30¢.			
Paid Vacation:	3 weeks after 5 years' service (previously 6 years for Toronto and unchanged for all others). Also 4 weeks after 10 years for all locations (previously 15 years for Toronto and 12 years for all other locations). Effective June 1, 1981, 3 weeks after 4 years, 4 weeks after 9 years and 5 weeks after 20 years (previously 25 years for Kitchener, St. Marys and Peterborough, 23 years for Toronto and 22 years for Etobicoke).			

Supplementary Vacation - 1 to 5 weeks of additional vacation pay for employees with 25 years of service and age 60 through 64 (new for all locations except Etobicoke).

Bereavement
Leave:

Effective January 27, 1981, 5 (3) days' paid leave in the event of death of a spouse or child.

Health and
Welfare:

Life Insurance - Effective February 1, 1981, \$15,000 coverage (previously \$11,000 for Kitchener, St. Marys and Peterborough; \$10,000 for Toronto and wage related for Etobicoke). Effective June 11, 1981, \$20,000.

A.D. & D. - Effective June 1, 1981, \$11,000 non-occupational coverage (previously \$10,000 for Toronto, wage related for Etobicoke and unchanged for the others).

Weekly Indemnity - Effective February 1, 1981, employer pays 100% of premium costs (previously 75% for Toronto and unchanged for the others). Benefit increases to \$210 (\$160) per week. Payable on a 1-1-4-52 basis. (Previously, a 1-4-26 basis for Etobicoke and Toronto, unchanged for the others). Effective June 1, 1981, \$235 per week.

Major Medical and Drug Plan, Toronto only - \$25 deductible. (Previously, \$25 single/\$50 family).

Long Term Disability (new) - Effective February 1, 1981, benefits equal 50% of basic weekly wages to a maximum monthly benefit of \$1,000 less any applicable statutory offsets.

Dental Plan - Effective February 1, 1981, plan is implemented at the Toronto location (new). Employer pays 75% of premium costs (unchanged for Etobicoke, previously 65% for the others). Effective June 1, 1981, employer pays 100% of premium costs.

Pension Plan
(Toronto only):

Effective December 31, 1980, present plan is frozen. Effective January 1, 1981, eligible employees receive a paid-up annuity and the Domtar Plan is made available to those who qualify for future service benefits only.

Meal Allowance:

Effective January 27, 1981, \$2.75 (\$1.75) after 3 hours' overtime for Toronto and after 2 hours (\$2.50) for all others. Effective June 1, 1981, \$3 after 2 hours.

Safety Shoe
Allowance:

Effective January 27, 1981, employer contributes \$22.50 (\$20) for all locations except Toronto where contributions are \$15 (\$4.50) per year. Effective June 1, 1981, \$25 per year.

Negotiations in Progress during April 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	200	C0
Microtel Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	600	B
Canadian Products Ltd., Kingston	Steelworkers and Machinists (AFL-CIO/CLC) (production, maintenance and die shop empls.)	1,200	C0
Goma Steel Corp. Ltd. (Tube Div.), Sault Ste Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	830	B
American Can of Canada Ltd., Malton	Sheet Metal Workers (AFL-CIO/CLC)	200	B
Row Co., Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	850	B
Pharmas Drug Stores (Canada) Ltd., various centres	Food and Commercial Workers (AFL-CIO/CLC)	600	C0
Links Canada Ltd., Toronto	Teamsters (Ind.)	200	C0
Canada Forgings Ltd. (Canada Forging Plant and Drop Forge Plant), Welland	Auto Workers (CLC)	200	PCB
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	280	C0
Canadian Cannery Ltd., Burlington	Machinists (AFL-CIO/CLC)	202	MED/WS
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	200	MED
Canadian Chromalox Co. Ltd., Toronto	Auto Workers (CLC)	439	C0
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	C0
Canadian Lake Carriers Assn., province-wide	Merchant Service Guild (CLC)	280	B
Canadian National Institute for the Blind (Caterplan Services Div.), province-wide	Service Employees (AFL-CIO/CLC)	368	PCB

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	ARB
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	680	B
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	B
Connaught Laboratories Ltd., Toronto	Employees' Assn. (Ind.)	525	B
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.)	300	CO
Consumer's Glass Co., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	700	B
Cooper Energy Services Ltd., Stratford	Machinists (AFL-CIO/CLC)	249	CO
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	570	CO
The de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	3,800	CO
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	580	MED/WS
Domtar Fine Papers Ltd., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	1,480	WS
Domtar Inc., (Domtar Chemical Group. Sifto (R) Salt Div.), Goderich	Energy and Chemical Workers (CLC) (production and maintenance empls., shipping and warehousemen)	214	WS
Don-Ivan Associates Ltd. (Daisy Decorative Products), Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	242	PCB
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	450	CO
Durham Regional Municipality (Works Dept.)	CUPE (CLC)	230	MED

**Federal jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Dobricoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
Dobricoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	B
Dolon Co. of Canada Ltd., Thorold	Energy and Chemical Workers (CLC)	234	MED/WS
Dxtendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical full-time empls.)	1,740	C0
Derranti-Packard Ltd., (St. Catharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	248	B
Disher Controls Co. of Canada Ltd., Woodstock	Auto Worker (CLC)	250	C0
Dohn Forsyth Co. Ltd., Kitchener and Waterloo	Clothing and Textile Workers (AFL-CIO/CLC)	600	B
Dour Seasons Hotel, Toronto	Laundry Workers (CLC) (service and maintenance empls.)	250	C0
DW Ltd. and subsidiaries, Hamilton and Toronto	Steelworkers (AFL-CIO/CLC) (office and plant empls.)	575	B
DTR Industrial Products Co. (Canada), a div. of the General Tire and Rubber Co. Canada Ltd., Welland	Rubber Workers (AFL-CIO/CLC)	350	B
Dulf Canada Ltd., Clarkson Refinery, Mississauga	Energy and Chemical Workers (AFL-CIO/CLC)	499	PCB
Dalton Regional Municipality	Cdn. Operating Engineers (CCU)	250	B
Damilton City Board of Education	CUPE (CLC) (caretakers and mainte- nance empls.)	240	B
Damilton City Corp.	Fire Fighters (AFL-CIO/CLC)	412	ARB
Darbour Castle Hilton, Toronto	Laundry Workers (CLC)	800	C0
Dilroy Ltd., Toronto	Cdn. Paperworkers (CLC)	228	PCB
DIT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	370	B
DIT Industries of Canada Ltd. (Communications, Controls and Instruments Div.), Guelph	Steelworkers (AFL-CIO/CLC)	225	PCB

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'r Stage
Kingston and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	200	B
Kitchener City Corp.	Fire Fighters (AFL-CIO/CLC)	214	B
L.O.F. Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/ CLC)	226	WS
Lakehead Board of Education, Thunder Bay	CUPE (CLC)	255	B
Lancia Bravo Foods, Toronto	Food and Commercial Workers (AFL- CIO/CLC)	240	MED
H.D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	MED
Libbey St. Clair Inc., Wallaceburg	Glass and Ceramic Workers (AFL- CIO/CLC)	650	B
Liberty Furniture Ind. Ltd., Vaughan Twp. and Toronto	Steelworkers (AFL-CIO/CLC)	200	MED/WS
Lincoln County Board of Education	CUPE (CLC) (caretaking and main- tenance empls.)	363	B
Lincoln County Board of Education	CUPE (CLC) (office empls.)	218	B
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300	B
MacMillan Bloedel, Pembroke	Woodworkers (AFL-CIO/CLC)	200	B
Maritime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Commission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	810	B
Metropolitan Board of Commission- ers of Police, Toronto	Police Assn. (Ind.) (Units A, B, and C)	1,020	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Apartment Builders Assn. (Apartments)	Labourers (AFL-CIO/CLC)	400	PCB
Metropolitan Toronto Apartment Builders Assn. (Housing)	Labourers (AFL-CIO/CLC)	200	CO

**Federal jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	CO
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	285	B
Montfort Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/CLC)	200	CO
National Grocers Co. Ltd., Intercity	Teamsters (Ind.) (drivers, maintenance men and warehousemen)	382	CU
National Research Council of Canada, Ottawa**	Research Council Employees (Ind.)	285	B
Noranda Mines Ltd. (Geco Div.), Manitouwadge	Metal Trades Union (CNTU)	525	B
Niagara Regional Municipality (Welland County Home for the Aged)	CUPE (CLC)	445	B
North Bay City Corp.	CUPE (CLC)	220	B
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Orton Co., Electric Furnace Plants, Niagara Falls	Chemical Workers (AFL-CIO/CLC)	340	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Professional Assn. of Internes and Residents of Ont. (PAIRO) (Ind.)	2,600	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	ARB(R)
Ontario Form Work Assn. (Residen- tial Concrete Forming Contrac- tors)	Form Work Council of Ontario (AFL-CIO/CLC)	1,200	MED
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	ARB
Ontario Jockey Club (Standard- bred Div.), province-wide	Service Employees (AFL-CIO/CLC)	285	CO

Federal Jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Ontario Produce Co. Ltd. (Ont. Food Div. of Oshawa Group Ltd.), Malton and Toronto	Teamsters (Ind.)	370	CO
Oshawa City Corp.	CUPE (CLC) (office, technical and clerical empls.)	230	ME
Oshawa City Corp. (Public Works)	CUPE (CLC)	226	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	B
Ottawa Board of Education	Employees' Assn. (Ind.) (main-tenance, services and plant operations empls.)	815	CO
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	ARB
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	B
Peel Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,500	ARB
Pipe Line Contractors Assn. of Canada	Int'l. Operating Engineers (AFL-CIO/CLC)	375	B
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	400	B
Pipe Line Contractors Assn. of Canada	Plumbers (AFL-CIO/CLC)	200	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	465	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	301	B
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	320	CO
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	750	CO

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
York Polytechnical Institute, Toronto	Faculty Assn. (Ind.) (instructors)	550	ARB
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	B
St. Vincent Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/CLC)	400	C0
Raychem Canada (Div. of Schlumberger), Toronto	Machinists (AFL-CIO/CLC) (plant empls.)	560	C0
Windsor Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	424	B
Windsor Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	314	C0
Standard Modern Tool Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC) (production and shipping empls.)	230	B
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	210	MED
Stantec Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	275	C0
Stantec Shoes Ltd., Port Colborne	Food and Commercial Workers (AFL-CIO/CLC)	212	B
Stoneybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	ARB
Stouffville Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	250	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	ARB
Toronto Metropolitan Catholic Children's Aid Society	CUPE (CLC)	202	B
Toronto Residential Low-Rise Forming Contractors Assn. of Metro Toronto and vicinity	Labourers (AFL-CIO/CLC)	600	C0
Toronto Sportswear Group	United Garment Workers (AFL-CIO/CLC)	250	C0

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,100	B
Transit Windsor	Transit Union (AFL-CIO/CLC)	200	MED/V
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	AR
Uniroyal Ltd. (Chemical Div.), Elmira	Steelworkers (AFL-CIO/CLC)	225	B
United Tire and Rubber Manu- facturing (Toronto) Ltd., Cobourg	Rubber Workers (AFL-CIO/CLC)	230	CO
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	PCB
University of Ottawa	University Professors (Ind.)	850	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	685	B
University of Windsor	Faculty Assn. (Inc.) (professors, assistant professors, librarians etc.)	525	B(R
Victoria Hospital and others, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	ARB
Voyageur Colonial Ltd., Ottawa, Toronto and other centres**	Railway, Transport and General Workers (CLC)	436	WS
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	PCB
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	B
Westinghouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC)	1,600	MED
Windsor City Corp.	CUPE (CLC) (inside and outside empls.)	970	CO
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	358	ARB
John Wood Co., Toronto	Auto Workers (CLC) (production, maintenance and shipping empls.)	280	WS

**Federal jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
rk Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	B
rk County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	300	WS
rk Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	300	B
rk University, Toronto	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	950	MED

More Than One Province

adian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	PCB
adian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	PCB
adian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,445	CO
adian Pacific Express Ltd., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/CLC)	2,750	CO
Air, system-wide**	Air Line Pilots (Ind.)	700	CO
overnment of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,225	B
overnment of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non- supervisory empls.)	23,000	CB
overnment of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
overnment of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,295	B

*Federal jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	560	CO
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (auditing group)	2,575	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,810	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	2,000	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical, technical inspection and social science support groups)	5,135	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,505	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	14,500	CO

**Federal jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,690	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,500	C0
Greyhound Lines of Canada, system-wide**	Transit Union (AFL-CIO/CLC) (drivers, terminal and garage empls.)	1,050	WS
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	B
Interprovincial Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	C0
Superior Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	B
Canadian Airlines Canada, system-wide**	Air Line Flight Attendants (CLC)	605	B

Federal jurisdiction

Negotiations in Progress during April 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CU - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in May 1981

Employer and Location	Union	No. of Empls.
Microtel Ltd., Brockville	Electrical Workers (IUE) (AFL-CIO/CLC)	600
Canada Products Ltd., Kingston	Machinists (AFL-CIO/CLC)	312
Canada Products Ltd., Kingston	Steelworkers (AFL-CIO/CLC)	876
Indian Lake Carriers Assn., province-wide	Marine Officers (AFL-CIO/CLC) (marine engineer officers)	369
Indian Lake Carriers Assn., province-wide	Merchant Service Guild (CLC) (deck officers)	280
Indian Lake Carriers Assn., province-wide	Seafarers (AFL-CIO/CLC) (unlicensed crewmen)	860
Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	323
London Regional Municipality	Cdn. Operating Engineers and General Employees (CCU)	250
Windsor City Corp. (Transit Div.)	Railway, Transport and General Workers (CLC)	206
Chemical Co., Electric Furnace Plants, Chippawa	Chemical Workers (AFL-CIO/CLC)	340
Boiler Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	465
Windsor General Hospital	Ontario Public Service Employees Union (NUPGE) (CLC)	240
Windsor Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	210
Windsor Shoes Ltd., Port Colborne	Food and Commercial Workers (AFL-CIO/CLC)	212
Windsor Ltd. (Chemical Div.), Elmira	Steelworkers (AFL-CIO/CLC)	225
Windsorhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200

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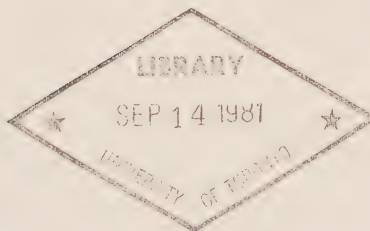


Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
May 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in May 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in June 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

June 29, 1981

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Highlights

Alcan Settlements. The 1981 contract negotiations between Alcan Canada Products and 1,200 members of two unions, employed at the company's Kingston Works, were finalized in late May. The bargaining was concluded in mediation, which helped to resolve most of the outstanding economic issues and a number of contract language matters. The new settlement contained identical monetary improvements for the 900 production employees, represented by the United Steelworkers of America (USWA), and 300 maintenance workers and tradesmen, represented by the International Association of Machinists, both covered by separate agreements ending May 17, 1981.

The two-year renewal agreements provided general wage increases of \$1.31 per hour in the first year and a further 70 cents per hour in the second year, during which the existing cost-of-living escalator, triggered at 40 cents, will be activated. The monetary package also called for the incorporation into the wage rates of 45 cents in past cost-of-living payments and a 3 1/2-cent increase (in two stages) in the job increment, bringing it up to 17 1/2 cents. Other changes included increases in shift premiums, meal, mileage and safety shoe allowances, an additional paid holiday and new provisions for safety glasses and a sixth week of vacations after 25 years of service. In the second year of the agreement, the company also agreed to increase the supplemental unemployment benefits for laid off workers from the present \$18 to \$25 per week. The same terms are usually extended to cover the plant's guard unit, covered by an agreement expiring at the end of September.

The Kingston monetary settlement was comparable to those accepted in November 1980 by 1,800 Alcan smelter workers in Kitimat B.C. in a 30-month pact ending April 23, 1983, and by about 7,000 employees at three Alcan Aluminum facilities in northwestern Ontario. The latter group agreed last February on an extension to December 31, 1983 of their current three-year contract which was to expire in September 1982. The revised agreement advanced and improved the present wage adjustments and provided additional improvements for the 16-month extension period, in order to narrow the gap in wage and benefits levels at Alcan plants in these two provinces.

In Ontario, the Kingston accord was followed or preceded by settlements at smaller Alcan Products plants in Toronto and other centres. The eight plants employ a further 1,250 workers covered by nine agreements which were due for renewal between August 1980 and March 1981. The workers, represented by the USWA and three other unions, reached settlements in late 1980 or early 1981 mainly at the mediation stage. Eight of the resultant renewal agreements were of a two-year duration and one covered a three-year period. The shorter-term agreements generally provided wage increases ranging from 75 to 85 cents per hour (or 12 to 13 per cent) in each year and, as previously, did not contain COLA escalators. The three-year agreement at the Foils and Containers Division in Toronto was approved by the USWA members on May 9. It increased wages by \$1.05 and 85 cents in the first and second years, respectively, and by 9 per cent plus a COLA triggered at 7 per cent in the final contract year, ending March 31, 1984.

Electrical Products Industry Settlements. Between March and May, electrical products manufacturers in Ontario signed 10 major renewal agreements, of which four expired during the fourth quarter of 1980 and the remaining six in the first half of the current year. The new settlements affected almost 5,000 production employees represented by four international and three Canadian unions. The largest and the most important of the new agreements was a three-year pact between Westinghouse Canada and Local 504 of the United Electrical Workers (UE) which represents 1,600 hourly rated employees at the company's Beach Road, Sanford Avenue and Aberdeen Avenue plants in Hamilton. The agreement's significance derived not only from the size of the bargaining unit covered, but also from its impact on subsequent contract talks at other Westinghouse plants across the country. The latter aspect prompted the union to include in this year's bargaining agenda a proposal for one national agreement for all UE members within the Canadian Westinghouse chain.

The union was also seeking substantial monetary improvements including protection from inflation, increases in benefits and pensions, as well as a strong job security clause in light of the imminent closure of the Aberdeen Avenue switchgear and control plant. The aging facility is scheduled to be replaced later this year by smaller, new plants in Perth, Alliston and Mount Forest. The company provided for switchgear employees an option of work at one of the new plants with maintenance of earnings and payments for relocation; retraining for other Westinghouse operations in Hamilton; and either retirement on special pension depending on age and years of service, or severance pay of one to 1 1/2 weeks' wages per year, contingent on the length of pensionable service. The union requested that these provisions be incorporated into the new contract in order to protect members of the bargaining unit from the effect of future layoffs and displacements due to plant closing or relocation.

The new contract, replacing one that expired April 22, was settled in mediation and was ratified by an 80 per cent margin of the voting members. Its monetary terms generally resembled those included in the UE master pact signed at Canadian General Electric in February 1980, which set the tone for subsequent bargaining in the industry. The new Westinghouse wage settlement formally incorporated into the wage structure all past cost-of-living adjustments, including \$1.22 generated during the last agreement. Furthermore, it provided a staged general wage increase of \$1.63 to \$2.52 per hour over the three-year term. The full COLA provision was continued, with the adjustment factor lowered in January 1982 from .34 to .32 for the calculation of seven of the scheduled eight quarterly payments. Assuming a 12 per cent annual inflation rate, the new agreement would produce an average annual wage increase of about 13.2 per cent, or a compounded increase of over 45 per cent over the three year term.

Other items improved upon from the previous contract included shift premiums, paid holidays and vacations, insurance, medical and dental plans, pension benefits and safety shoe allowances. In addition, the workers won a long-sought provision allowing for the accumulation of pensionable service for any one period of absence due to a sickness of up to one year duration. Finally, the company agreed to extend most of the conditions granted the switchgear workers to employees in other Hamilton divisions, should their work ever be phased-out due to decentralization of operations.

The remaining nine 1981 settlements were concluded either in May (4) or in the two preceding months. The accords were reached in direct bargaining (2), conciliation (2), post-conciliation (1) and mediation (3). The outstanding one, involving 260 members of the Canadian Union of Operating Engineers at I-T-E Industries in Mississauga, was settled with mediation assistance during a three-week strike over wages and improved COLA [see pp. 221-222 of the April 1981 issue of this report for details of the I-T-E settlement]. Eight of the new agreements covered a two-year period and included wage increases of up to 13 per cent and 11 per cent in each of the successive contract years, with lower raises provided mainly in contracts containing cost-of-living clauses (3). A similar two-year agreement (12 per cent plus 11 per cent, no COLA) was since accepted in mediation by 350 UE members at Sunbeam Corporation (Canada) in Toronto.

At the end of July, two other bargaining situations with previous contracts due for renewal in February and May, were still in progress (Ferranti-Packard, St. Catharines in mediation, and Electrohome, Cambridge in direct bargaining). At the same time, of the 11 major sets of negotiations scheduled for the second half of 1981, two were in conciliation (Canada Wire and Cable in Toronto and G.S.W. in Fergus) while the remainder were at stages preliminary to bargaining.

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he Arrow Co. (Div. of Cluett, Peabody & Co. of Canada, Ltd.), Hamilton and Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	282
oots Drug Stores (Canada) Ltd., Ontario and Manitoba, and Boots Drug Stores (Western) Ltd., Saskatchewan and Calgary and Edmonton, Alberta	Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail empls.)	307
anada Forgings, A Division of Toromont Industries Ltd., Welland	Auto Workers (CLC)	291
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anadian Broadcasting Corp., system-wide	CUPE (CLC) (production unit) (English Services Div.)	341
anadian Cannery Ltd., Can Plant No. 93, Burlington	Machinists (AFL-CIO/CLC)	289
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hildren's Aid Society of Metropolitan Toronto	CUPE (CLC)	317
hromalox Canada, Div. of Cdn. Corporate Management Co. Ltd., Toronto	Auto Workers (CLC)	292
rouse-Hinds Canada Ltd., Toronto	Auto Workers (CLC)	298
ontar Inc., Fine Papers Div., Cornwall, St. Catharines and Toronto	Cdn. Paperworkers (CLC)	284
on-Ivan Associates Ltd. (Daisy Decorative Products), Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	282

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North Bay City Corp.	CUPE (CLC) (inside and outside empls.)	332
North York City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ind.)	312
Orton Co., Electric Furnace Plants, Niagara Falls	Teamsters (Ind.)	301
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	Internes and Residents Assn. (PAIRO) (Ind.)	317
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (academic staff, librarians, and counsellors)	314
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University of Western Ontario Board of Governors, Physical Plant Dept., London	CUPE (CLC)	315
Westinghouse Canada Inc., Hamilton	Electrical Workers (UE) (CLC) (hourly rated empls.)	295
White Farm Equipment Canada Ltd., Brantford	Auto Workers (CLC) (hourly rated empls.)	338
John Wood Mfg. Ltd., Toronto	Auto Workers (CLC)	290
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York University, Toronto	Faculty Assn. (Ind.) (academic staff empls.)	316
Zehrs Markets (Div. of Zehrmart Ltd.), Guelph and Port Elgin	Food and Commercial Workers (AFL-CIO/CLC)	305

FOOD AND BEVERAGE

Rowntree Mackintosh Canada Ltd. at Toronto - Local 461, Retail, Wholesale Employees (AFL-CIO/CLC) (850 production and maintenance employees): A
24-month renewal agreement effective from March 1, 1981 to February 28, 1983, settled at the conciliation officer stage.
 Duration of negotiations - 6 months.

Wages:	Effective	Mar. 1/81	Mar. 1/82
COLA Fold-in		9¢	
Average Increases		60¢	50¢
<u>Hourly Rates</u>			
Job Grade D-2 (includes General Labourer-Heavy)		\$6.67 (\$5.88)	\$7.37
Carpenter		\$9.85-\$10.70 (\$9.04-\$9.39)	\$10.85-\$11.70
Electronics Technician*		\$10.70-\$12.70 (\$10.93-\$11.28)	\$11.70-\$13.70

Previous rates reflect COLA Fold-ins September 1979 - 7 1/2¢,
 March 1980 0 4 1/2¢ and September, 1980 - 9¢.

*New lower start rate due to restructuring of grid.

Cost of Living Allowance: 1.5¢ for each 0.52 rise above 3% increase in the Consumer Price Index - 1971=100. Calculated and folded-in every 6 months. Capped at 20¢ per contract year. (Formula unchanged.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Part-time employees to be eligible for shift premiums (new). Effective March 1, 1982, 0-24¢-36¢ (0-22¢-33¢).

Call-back Pay: Minimum of 3 (2) hours pays at overtime rates.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 12 (13) years' service and 5 weeks after 21 (22) years. Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Bereavement Leave: 1 day's paid leave in the event of death a grandparent (new).

Health and Welfare: Weekly Indemnity - Payable on a 1-1-4-52 (1-4-26) basis. 52 weeks of coverage includes a UIC 'carve out' (new).

Major Medical Plan - Employer pay 100% (80%) of premium costs. Effective March 1, 1982, vision care of \$50 every 2 years added.

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective March 1, 1982, 60%/40% (50%/50%) co-insurance.

Safety Shoe Allowance: \$35 (\$30) in the first year of the agreement, \$40 in the second.

Tool Allowance: Effective in 1981 \$80 or \$120 (\$70, \$85, or \$110) per year depending on classification. Effective in 1982, \$100 or \$150.

Lancia-Bravo Foods at Toronto - Local P530-2, Food and Commercial Workers* (AFL-CIO/CLC): A 24-month renewal agreement effective from January 18, 1981 to January 17, 1983, covering 240 employees, settled with mediation assistance. Duration of negotiations - 5 months.

*Previously, the Canadian Foodworkers.

Wages:	Effective	Jan. 18/81	Jan. 18/82
General Increases		80¢	80¢
Additional Adjustment		10¢ for Truck Driver A	
Light Packer		\$6.36 (\$5.56)	\$7.16
Mechanic A		\$9.42 (\$8.62)	\$10.22

Shift Premium: 0-22¢-26¢ (0-20¢-24¢).

Paid Vacation: 3 weeks after 6 (7) years' service.

Bereavement Leave: Grandparents are added for 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.

Dental Plan - Plan provides 55% (50%) of all diagnostic and restorative expenses to a maximum of \$550 (\$500) per person per year. Effective January 18, 1982, 60% and \$600, respectively. Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$8 (\$5) per month per year of service. Effective January 18, 1982, \$9.

Cleaning Allowance: \$1.25 (\$1.15) per week for the laundering of uniforms. Effective January 18, 1982, \$1.30 per week.

Out-of-Town Allowance: \$7 (\$6) for truck drivers and helpers, if returning the same day and \$13 (\$12) for overnight. Effective January 18, 1982, \$8 and \$15 respectively.

Safety Shoe Allowance: Employer contributes \$24 (\$22) per pair. Effective January 18, 1982, \$26.

LEATHER

Leather Industries Limited, Breithaupt Street Plant at Kitchener - Locals 304 and 312, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 22, 1981 to May 21, 1983, covering 253 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

ages:	Effective	May 19/81	May 22/82
	General Increases	50¢	45¢
	Group E	\$5.37 (\$4.87)	\$5.82
	Group A	\$6.18 (\$5.68)	\$6.63
Shift Premium:	0-18¢-21¢ (0-15¢-19¢).		
Overtime Pay:	Double time (time and one-half) on Sundays and paid holidays.		
Paid Holidays:	1 (1/2) day on New Year's Eve is added for a total of 11 days.		
Paid Vacation:	4 weeks after 11 (14) years' service, 5 weeks after 20 (23) years and 6 weeks after 25 (30) years.		
Leave	Common-law spouse is added for 3 days' paid leave (new). 2 (1) days' paid leave for brother-in-law, sister-in-law, son-in-law, daughter-in-law, father-in-law and mother-in-law.		
Health and Welfare:	OHIP - Employer pays \$17.50 (\$14) per month for single coverage and \$35 (\$28) per month family coverage.		
Prescription Safety Glasses (new):	Employer pays 100% of the cost of lenses, where required.		

TEXTILE

Leavelle Textiles Inc., formerly Dobbie Industries Limited, Woollen and Fabric Division at Cambridge - Local 208, National Council of Canadian Labour (Ind.): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 1 1/2 months.

ages:	Effective	May 3/81	May 2/82
	Increases	40¢-48¢	35¢-43¢
	Special Adjustments	17¢ for Woollen Spinning; 15¢ for Group D; 25¢ for Group E	15¢ for Group D; 25¢ for Group E

	<u>May 3/81</u>	<u>May 2/82</u>
Woollen Spinner	\$4.77 (\$4.20)	\$5.12
Electrician Class 1	\$7.93 (\$7.20)	\$8.61
Paid Holidays:	1/2 day on Christmas Eve is added for a total of 10 1/2 days. Effective May 2, 1982, 1/2 day on New Years' Eve is added for 11 days.	
Paid Vacation:	Effective May 1, 1982, 3 weeks after 9 (10) years' service and 4 weeks after 17 (18) years.	
Bereavement Leave:	Great grandparents are added for up to 3 days' paid leave.	
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1982, \$6,000 (\$5,000) coverage. <u>Weekly Indemnity</u> - Effective May 1, 1982, maximum benefit increases to \$180 (\$160) per week.	

Don-Ivan Associates Limited (Daisy Decorative Products) at Toronto - Local 1169, Clothing and Textile Workers (ALF-CIO/CLC): A 24-month renewal agreement effective from February 14, 1981 to February 13, 1983, covering 242 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 14/81</u>	<u>Feb. 14/82</u>
	General Increases	10%	9.5%
	Sample wage rates are not available.		
Paid Holidays:	Christmas Eve is added for a total of 11 days.		
Health and Welfare:	<u>OHIP</u> - Employer pays 65% (50%) of premium costs. Effective February 14, 1982, 75%.		

CLOTHING

The Arrow Company (Division of Cluett, Peabody & Co. of Canada, Ltd.) at Hamilton and Kitchener - Locals 521 and 303A, Clothing and Textile Workers (AFL-CIO/CLC) (800 employees): A 22-month renewal agreement effective from June 1, 1981 to April 2, 1983, settled at the bargaining stage. Duration of negotiations - 8 months. Previous agreement expired March 31, 1981.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 5/82</u>
	Increases*	15¢-55¢	15¢-50¢

	<u>Apr. 1/81</u>	<u>Apr. 5/82</u>
<u>Time Worker Rates</u>		
Category 1 (includes Swatcher after 1 year)	\$4.48 (\$4.05)	\$4.88
Category 8 (includes Mechanic)	\$7.00-\$8.30 (\$6.45-\$7.75)	\$7.50-\$8.80
Category 9 (includes Senior Mechanic)	\$8.45-\$8.80 (\$7.90-\$8.25)	\$8.95-\$9.30

*Most common increases are 43¢ the first year and 40¢ the second for both the piecework and the time workers' schedules. The 15¢ per hour increases apply to only a few classifications within the piecework schedule.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective January 1, 1982, 4 weeks after 13 (14) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 35 years (all unchanged). Employees eligible for 5 or 6 weeks of vacation may elect to take 1 week in pay in lieu of time off (unchanged).

John Forsyth Company Ltd. at Kitchener and Waterloo - Local 303B, Clothing and Textile Workers (AFL-CIO/CLC) (500 employees): A 22-month renewal agreement effective from June 1, 1981 to April 2, 1983, settled at the bargaining stage. Duration of negotiations - 8 months. Previous agreement expired December 31, 1980.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
	Increases*	15¢-55¢	15¢-50¢

<u>Time Worker Rates</u>			
Service 1 (includes Non-machine Utility Operator after 1 year)	\$4.42 (\$3.99)		\$4.83
4th Class Engineer and Sweeper	\$5.80-\$6.90 (\$5.25-\$6.35)		\$6.30-\$7.40
Senior Sewing Machine Mechanic #1	\$8.45-\$8.80 (\$7.90-\$8.25)		\$8.95-\$9.30

*Most common increases are 43¢ the first year and 41¢ the second for both the piecework and the time workers' schedules. The 15¢ per hour increases apply only to a few classifications within the piecework schedule.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective January 1, 1982, 4 weeks after 13 (14) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 35 years (all unchanged). Employees eligible for 5 or 6 weeks of vacation may elect to take 1 week in pay in lieu of time off (unchanged).

FURNITURE AND FIXTURE

Liberty Furniture Industries Limited at Toronto and Vaughan Township - Local 4215, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82
	General Increases	55¢	55¢
	COLA Fold-in	9¢	
	General Labour	\$5.04 (\$4.40)	\$5.59
	Welder Fitter	\$5.94 (\$5.30)	\$6.49

Cost of Living Provision: Discontinued.

Health and Welfare: Dental Plan (new) - Effective January 1, 1982, employer pays 100% of premium costs for a basic plan.

Safety Shoe Allowance (new): Employer contributes \$30 per year for employees in certain departments.

PAPER AND ALLIED

Domtar Inc., Fine Papers Division at Cornwall, St. Catharines and Toronto - Locals 77, 212, 338 and 419, Canadian Paperworkers (CLC): Three 36-month renewal agreements effective from May 1, 1981 to April 30, 1984, settled during a work stoppage. The agreements for St. Catharines and Toronto covering 400 employees, were settled with mediation assistance in April. Duration of negotiations - 15 months. The agreement for Cornwall covering 1,250 employees was settled by a disputes advisory committee in May. Duration of negotiations - 16 months. Previous agreements expired April 30, 1980.

Wages:

Cornwall

Effective	<u>May 25/81</u>	<u>May 1/82</u>	<u>May 1/83</u>
Increases	25%	9%, minimum \$1.00	9%
Adjustments	15¢-38¢		
Labourer	\$9.43 (\$7.54)	\$10.43	\$11.37
Tradesman "A"	\$12.35 (\$9.88)	\$13.46	\$14.67

St. Catharines and Toronto

Effective	<u>Apr. 12/81</u>	<u>Feb. 1/82</u>	<u>Nov. 1/82</u>
	20%, inclusive of 24¢ per hour COLA float	Difference between 20% granted April 1981 and 25% applied to April 30, 1980 rates inclusive of 24¢ per hour COLA float	15% on rates in effect October 31, 1982 inclu- sive of 24¢ per hour COLA float
Adjustments	5¢-38¢		

Lump Sum Payment - \$1,400 for the period May 1, 1980 to October 25, 1980, prorated for the period worked.

- Hours of Work: 40 per week (unchanged).
- Shift Premium: (Part-time): 0-22¢-27¢ (0-20¢-25¢). Effective November 1, 1982, 0-25¢-30¢.
- Paid Holidays: 13 days (unchanged).
- Paid Vacation: Effective May 25, 1981, 3 weeks after 4 (5) years' service, 4 weeks after 9 (12) years and 5 weeks after 20 (22) years. Also 2 weeks after 1 year (unchanged). Effective May 1, 1982, 7 weeks after 30 years (new).
- Health and Welfare: OHIP - Effective May 1, 1981 for St. Catharines and Toronto plants and May 25, 1981 for Cornwall Plant, employer pays \$40 (\$38) per month family coverage and \$20 (\$19) single. Effective October 1, 1981 for Cornwall plant, \$46 and \$23, respectively.
- Weekly Indemnity - Effective May 1, 1981 for St. Catharines and Toronto plants, maximum of \$210 (\$180). Effective November 1, 1982, \$230. Effective May 25, 1981 for Cornwall plant, maximum of \$230 (\$200). Effective May 1, 1982, \$250. Effective May, 1983, \$277.

Long Term Disability - Effective May 25, 1981, maximum of \$1,300 (\$800) per month.

Dental Plan - Employer will pay premium in effect May 1, 1981.

Pension Plan: Effective May 2, 1980, an increase of 25% and a further 6% to the present benefit formula of 50% of contributions made by a member from January 1, 1978 to December 31, 1979. This has the effect of standardizing the benefit formula at 66 1/4% of contributions for the period January 1, 1963 to December 31, 1979. Also effective May 2, 1980, an increase of 20% in accrued pensions, excluding improvements received from Bill C-75, for service up to and including December 3, 1962.

Early Retirement Bridging Supplement - Effective May 2, 1980, an employee who retires upon attainment of age 61 and over, providing he has accumulated at least 20 years of continuous service will be entitled to \$11 (\$9) per month times the employee's full years of continuous service to a maximum of 30 years.

Hilroy Ltd. at Toronto - Local 1144, Canadian Paperworkers (CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 228 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82
General Increases		\$1.00	37¢	9 1/2%, minimum 90¢
Skilled Trades Adjustment		38¢		
General Help		\$6.84-\$7.06 (\$5.84-\$6.06)	\$7.21-\$7.43	\$8.11-\$8.33
Electrician- Electronics		\$11.13 (\$9.75)	\$11.50	\$12.59

Probationary period is 320 hours worked. Maximum rate for General Help is reached after 3 months.

Paid Vacation: 4 weeks after 10 (12) years' service. Effective January 1, 1982, 3 weeks after 4 (5) years, 4 weeks after 9 years and 5 weeks after 20 (22) years.

Bereavement Leave: 5 (3) days' paid leave for husband, wife and child. Brother-in-law and sister-in-law are added for 1 day's paid leave.

Subpoenaed Witness Pay (new): Employer pays the difference between regular salary and fees received.

Health and Welfare:	<p><u>Life Insurance</u> - \$14,000 (\$13,000) coverage.</p> <p><u>Dependant Life Insurance</u> - \$2,000 (\$1,000) coverage for spouse and \$1,000 (\$500) for each child.</p> <p><u>A.D.& D.</u> - \$28,000 (\$26,000) coverage.</p> <p><u>Weekly Indemnity</u> - Maximum benefit increases to \$220 (\$200) per week. Effective January 1, 1982, \$235 per week.</p> <p><u>Semi-Private Hospitalization (new)</u> - Effective September 1, 1981, employer pays 100% of premium costs.</p> <p><u>Dental Plan</u> - Effective June 1, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule.</p>
Pension Plan:	<u>Vesting (new)</u> - 20% after 5 years; 40% after 6 years; 60% after 7 years; 80% after 8 years and 100% after 9 years.
Meal Allowance:	\$3 (\$2.50).
Safety Shoe Allowance:	Maximum \$30 (\$25) per pair.
Severance Pay (new):	Eligible only on permanent closure. Benefits are; 4 weeks' pay for 1 to 5 years' service, 6 weeks' pay for 5 to 7 years, 7 weeks' pay for 7 to 10 years and 8 weeks' pay for 10 years or more.

PRIMARY METAL

Stanton Pipes Limited at Hamilton - Local 8223, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 7, 1981 to May 6, 1983, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>May 7/81</u>	<u>May 7/82</u>
	General Increases	\$1.00	.65¢
	COLA Fold-in	66¢	
	Classification Adjustment	11¢-53¢	
	Grade 1 (includes Labourer-Sweeper)	\$8.15 (\$6.49)	\$8.80
	Grade 15 (includes Electronic-Electrician)	\$10.38 (\$8.13)	\$11.03

Cost of Living Allowance: 1¢ per 0.4 point change in the Consumer Price Index - 1971=100. Adjusted quarterly (unchanged). One lump sum payment in November 1982 based on the change between July and October 1982.

Shift Premium: 0-22¢-27¢ (0-20¢-22¢). Effective May 7, 1982, 0-25¢-30¢.

Paid Vacation: Effective May 7, 1982, 5 weeks after 21 (23) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 (\$13,000) coverage. Effective May 7, 1982, \$16,000.

Dental Plan - Payments are based on the 1980 (1977) Ontario Dental Association fee schedule. Effective May 7, 1982, the 1981 ODA fee schedule.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective May 7, 1982, \$10.

Safety Shoe Allowance: Employer contributes \$30 (\$25) per pair, twice per year. Effective May 7, 1982, \$35.

Alcan Canada Products Ltd. at Kingston - Local 343, Steelworkers (AFL-CIO/CLC) (900 production employees) and Local 54, Machinists (AFL-CIO/CLC) (300 maintenance and die shop employees): Two 24-month renewal agreements effective from May 18, 1981 to May 17, 1983, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 18/81	May 17/82
COLA Fold-in		45¢	
General Increases		\$1.31	70¢
Increment between Labour Grades		16¢ (14¢)	17.5¢
General Labourer (Labour Grade 1)		\$9.06 (\$7.30)	\$9.76
Machinist (Labour Grade 16)		\$11.44 (\$9.38)	\$12.36

Previous rates for Labour Grades 3 to 16 were adjusted July 18, 1980.

Cost of Living Allowance: Effective in the second year, 1¢ for each 0.3 rise in the Consumer Price Index 1971=100. Triggered at 40¢ and using January 1982 as the base. (Previous formula triggered at 20¢.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-35¢-45¢ (0-25¢-31¢).

Paid Holidays: The third Monday in February is added for a total of 13 days.

Paid Vacation: 6 weeks after 25 years' service (new). Also 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years and 5 weeks after 20 years (all unchanged).

Meal Allowance: \$3.75 (\$2.50) after 2 hours' overtime.

Mileage Allowance: 16.69¢ (13.58¢) per kilometer. Effective May 17, 1982, 18.02¢.

Safety Shoe Allowance: \$35 (\$25) per year.

Safety Glasses (new): Provided once in a 2-year period.

Supplemental Unemployment Benefits: Effective May 17, 1982, \$25 (\$18) per week for 26 weeks during any 52-week period to an employee laid off with one year's service.

METAL FABRICATING

Canadian Cannery Limited, Can Plant No. 93 at Burlington - Local 863, Machinists (AFL-CIO/CLC): A 32-month renewal agreement effective from May 21, 1981 to January 24, 1984, with wages retroactive to January 25, 1981, covering 202 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 25/81	Jan. 25/82	Jan. 25/83
Average Increases		5.8%	3.9%	2.5%
Skilled Trades Adjustments		10¢	10¢	10¢
General Labour		\$10.05 (\$9.55)	\$10.42	\$10.67
Electrician		\$12.05 (\$11.20)	\$12.75	\$13.25

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1¢ per 0.35 point rise in the Consumer Price Index - 1961=100, above the base index month of December 1980. Adjusted and payable quarterly. (Basic formula is unchanged). Effective January 25, 1982, 1¢ per 0.325 rise in the CPI - 1961=100, above the base of December 1981 and December 1982 in the third year. To be folded into wages January 24, 1982, January 23, 1983 and January 24, 1984.

Shift Premium: 0-30¢-55¢ (0-25¢-40¢).

Vacation Bonus: \$50 (\$40) per week.

Bereavement Leave: Foster children are added for 3 days' paid leave.

Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$5,000) coverage.
	<u>Dental Plan</u> - Maximum \$1,500 (\$1,000) coverage per year.
Pension Plan:	<u>Basic Benefit</u> - \$11 (\$10) per month per year of service. <u>Effective January 25, 1983, \$12.</u>
	<u>Past Service Benefit (new)</u> - Employees who did not participate in any plan prior to 1976 receive \$5 per month per year of service. Employees who did participate in the company contributory plan prior to 1976 receive the difference between this and credited years' service.
	<u>Vesting</u> - Full vesting after 10 years. (Previously, after 10 years' service and age 45).
	<u>Automatic Survivorship (new)</u> - Benefit is 50% of the amount the retiree would have received if he died between the ages of 55 and 65 with 10 years' service in the plan.
Cleaning Allowance (new):	\$20 per year for Job Classes 9 to 13.
Prescription Safety Glasses:	Employer pays \$35 for repairs every 2 years (new).
Safety Shoe Allowance:	Employer contributes \$38 (\$26) toward the purchase of 1 pair per year.
Tool Allowance:	\$50 (\$35) per year for Job Classes 9 to 13. Receipts are no longer required.

John Wood Mfg. Ltd. at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from March 15, 1981 to March 14, 1983, covering 280 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 15/81</u>	<u>Mar. 15/82</u>
	Increases	*	20¢ for incentive empls.; 30¢ for non-incentive empls.
	Skilled Trades Adjustment		20¢
	Group 10-C (includes Material Handler)		\$5.59 (\$5.29)
	Tool and Die Maker		\$7.83 (\$7.33)

*Continuance of COLA provision only.

Cost of Living Allowance: Current COLA add-on is \$3.64 (\$2.27) per hour worked.
1¢ per hour for each 0.35 point rise in the Consumer Price Index - 1971=100. To be adjusted quarterly and paid as an add-on (unchanged).

The following benefits are effective March 15, 1982:

Shift Premium: 0-18¢-21¢ (0-15¢-18¢).

Health and Welfare: Life Insurance and A.D. & D. - Coverage increases to \$8,000 (\$7,000).

Weekly Indemnity - Maximum benefit increases to \$130 (\$120) per week.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service.

Safety Shoe Allowance: Employer pays a maximum of \$25 per year per employee. (Previously, employer contributed \$4.50 per pair.)

Tool Allowance: Employer pays a maximum of \$40 (\$20) per year per employee, for tools broken, stolen or damaged while performing work.

Canada Forgings, a Division of Toromont Industries Ltd. at Welland - Local 275, Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1981 to April 30, 1984, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 1/81	May 1/82	May 1/83
General Increases		40¢	30¢	30¢
Skilled Trades Adjustments		10¢ for apprenticeable trades; 5¢ for non-apprenticeable trades	5¢ for apprenticeable and non-apprenticeable trades	5¢ for apprenticeable trades
Labourer		\$9.05 (\$8.65)	\$9.35	\$9.65
Electrician		\$10.34 (\$9.84)	\$10.69	\$11.04

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 10 cent float remains. Effective May 16, 1981, 30¢.
1¢ for each 0.35 rise in the Consumer Price Index - 1971=100. To be adjusted quarterly and folded into hourly rates annually. (Basic formula is unchanged).

Shift Premium: Effective May 1, 1982, 0-25¢-35¢ (0-20¢-30¢).

Paid Holidays: Heritage Day if proclaimed, or an extra day's pay is added for a total of 15 days.

Paid Vacation: 4 weeks after 13 (15) years' service.

Bereavement Leave: Brother-in-law, sister-in-law and grandchild are added for 1 day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$13,500 (\$12,000) coverage. Effective May 1, 1983, \$15,000. \$1,500 (\$1,000) life insurance coverage for pensioners who do not qualify for CPP Death Benefit.

Permanent Total Disability - Benefits increase to \$4,000 (\$3,600) at commencement of disability and \$400 (\$360) monthly for 24 months. Effective May 1, 1983, \$4,500 and \$450 respectively.

Weekly Indemnity - Benefit increases to \$200 (\$160) per week. Effective May 1, 1982, \$210 per week. Effective May 1, 1983, \$220. Payable on a 1-1-5-39 (1-1-8-39) basis.

Vision Care (new) - Maximum claim for eyeglasses is \$40 every 2 years for all employees and eligible dependants.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic and Supplemental - \$8.50 (\$7.50) per month per year of service. Effective May 1, 1982, \$9. Effective May 1, 1983, \$9.50.

Current Retirees - Benefits increase by \$12.50 per month.

Meal Allowance: \$4 (\$3). Effective May 1, 1983, \$5.

Safety Shoe Allowance: \$40 (\$25) per year. Effective May 1, 1983, \$50.

Set-Up Allowance (new): 1/2 hour at objective rate for each false shoe.

ELECTRICAL PRODUCTS

Chromalox Canada, Division of Canadian Corporate Management Company Limited, formerly The Canadian Chromalox Company Ltd. at Toronto - Local 252, Auto Workers (CLC): A 24-month renewal agreement effective from April 29, 1981 to April 28, 1983, covering 439 employees settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Apr. 29/81	Apr. 29/82
	General Increases	95¢	95¢

	<u>Apr. 29/81</u>	<u>Apr. 29/82</u>
Skilled Trades Adjustments	30¢-\$1.20	
Additional Adjustments	Some classification adjustments	
Assembler Class I	\$8.37 (\$7.42)	\$9.32
Electrician Class 2	\$10.11 (\$9.16)	\$11.06

Shift Premium: 0-22¢-24¢ (0-21¢-23¢). Effective April 29, 1982, 0-23¢-25¢.

Paid Holidays: 1 floating day is added for a total of 13 days.

Paid Vacation: Effective April 29, 1982, 4 weeks after 12 (13) years' service.

Bereavement Leave: Common-law spouse is added for 3 days' paid leave and father-in-law and mother-in-law for 1 day.

Health and Welfare: Life Insurance and A.D.& D. - \$16,000 (\$14,000) coverage.

OHIP - Employer pays 100% of premium costs. (Previously, \$22 single and \$44 family.)

Weekly Indemnity - Payable on a 1-1-4-48 (1-1-4-39) basis.

Dental Plan - Deductibles are eliminated (previously \$10 single/\$20 family). Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective April 29, 1982, endodontic services are added.

Pension Plan: Discontinued.

Paid Education Leave: Effective April 29, 1982, employer contributes 1¢ (1/2¢) per hour worked.

AEL Microtel Ltd. at Brockville - Local 526, Electrical Workers (IUE) (AFL-CIO/CLC) (580 hourly rated plant employees): A 24-month renewal agreement effective from May 12, 1981 to May 11, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>May 12/81</u>	<u>May 12/82</u>
General Increases		\$1.00	\$1.00
Assembler (Labour Grade 1)		\$8.20-\$8.38 (\$7.20-\$7.38)	\$9.20-\$9.38

	<u>May 12/81</u>	<u>May 12/82</u>
Punch Press Setup Operator (Labour Grade 13)	\$8.71-\$9.08 (\$7.71-\$8.08)	\$9.71-\$10.08
Tool & Die Maker (Labour Grade 23)	\$9.31-\$10.23* (\$8.31-\$9.13)	\$10.31-\$11.33*
Cost of Living Allowance:	Suspended (unchanged).	
Hours of Work:	40 per week (unchanged).	
Paid Holidays:	12 days (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years and 5 weeks after 22 years (all unchanged).	
Health and Welfare:	OHIP - Employer pays \$23 (\$20) per month for single employees and \$46 (\$40) for employees with dependants.	
	<u>Extended Health Care Plan</u> - Employer pays 100% of premium costs. (Maximum fixed amount \$4 single and \$11.16 for employees with dependants.)	
	<u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective May 1981, the 1982 ODA fee schedule.	
Pension Plan:	\$12 (\$11) per month per year of service. Effective May 1, 1982, \$13.	
Meal Allowance:	\$2 (\$1.75) after one hour of overtime.	
Safety Footwear Allowance:	Lesser of \$18.50 (\$17.50) per pair or 50% of cost, for 2 pairs per year. Effective May 1982, \$20.	
Safety Glasses Allowance:	\$17.50 (\$16.50). Effective May 1982, \$18.50.	
Tool Allowance:	*10¢ per hour added to maximum of Labour Grade 21 and above (unchanged).	

Sangamo Canada, Division of Schlumberger Canada Ltd. at Toronto - Lodge 1755, Machinists (AFL-CIO/CLC) (560 hourly rated employees): A 24-month renewal agreement effective from April 6, 1981 to April 5, 1983, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	<u>Apr. 4/81</u>	<u>Apr. 1/82</u>
General Increases	12%	11.5%

	<u>Apr. 4/81</u>	<u>Apr. 1/82</u>
Labourer Grade 11 (includes Assembler- Bench (Misc.))	\$5.89-\$6.59 (\$5.26-\$5.88)	\$6.54-\$7.31
Labour Grade 6 (includes Punch Press Operator)	\$7.27-\$8.14 (\$6.49-\$7.27)	\$8.07-\$9.04
Labour Grade 1 (includes Electrician- Maintenance)	\$9.05-\$10.10 (\$8.08-\$9.02)	\$10.05-\$11.21
Cost of Living Allowance:	Inoperative.	
Hours of Work:	40 per week (unchanged).	
Paid Holidays:	12 1/2 (11 1/2) days per year.	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 22 years and 6 weeks on the 25th year of service and each succeeding 5 years (unchanged).	
Health and Welfare:	<u>Life Insurance for Retirees</u> - Effective May 27, 1981, \$3,000 (\$1,000) coverage.	
	<u>Weekly Indemnity</u> - Effective May 27, 1981, \$196 (\$189) maximum.	
	<u>Dental Plan</u> - Effective May 27, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule.	
Safety Shoes Allowance:	\$50 (\$30) per year.	
Safety Glasses Allowance:	\$50 per year for all employees who normally wear prescription glasses. (Previously, \$75 per year for replacement of lenses for a limited number of designated employees required to wear safety glasses.)	
Tool Allowance:	\$125 (\$75) per year for apprentices.	
<u>Westinghouse Canada Inc. at Hamilton - Local 504, Electrical Workers (UE) (CLC)</u> (1,600 hourly rated employees): A 36-month renewal agreement effective from April 23, 1981 to April 22, 1984, settled at the conciliation officer stage. Duration of negotiations - 5 months.		
Wages:	<u>Effective</u>	<u>Apr. 23/81</u> <u>Nov. 23/81</u>
	COLA Fold-in	\$1.15*
	Increases	82¢-\$1.31 8¢

	<u>Apr. 23/81</u>	<u>Nov. 23/81</u>
<u>Job Rates</u>		
Labour Grade 1 (Janitor)	\$8.525 (\$6.555)	\$8.605
Labour Grade 12 (Electrician)	\$10.725 (\$8.376)	\$10.806
Labour Grade 14 (Tool & Die Maker)	\$11.430 (\$8.970)	\$11.510
	<u>Apr. 23/82</u>	<u>Apr. 23/83</u>
Increases	38¢-58¢	35¢-55¢
Labour Grade 1	\$8.985	\$9.335
Labour Grade 12	\$11.336	\$11.836
Labour Grade 14	\$12.090	\$12.640

*Actual fold-in on this date ranged from \$1.419 for Labour Grade 1 to \$1.436 for Labour Grade 14. The amounts include \$1.22 generated during the last agreement - 7¢ of which was prepaid. The remaining amounts were generated in previous agreements. While not technically incorporated in the wage structure until now, they have been historically reflected in the wage rate schedules. Rates shown in brackets include these allowances as well as the 7¢ prepayment.

Cost of Living Allowance:	First adjustment 1¢ per 0.34 point rise in the Consumer Price Index - 1971=100 between October, 1981 and January, 1982. Payment begins first pay period after the release of the January CPI. Seven subsequent quarterly adjustments using 1¢ per 0.32 point increase in the CPI. Any allowance generated applies to all compensation calculations except overtime. (Previously, 8 quarterly adjustments at 1¢ per 0.34 point change.)
Hours of Work:	40 per week (unchanged).
Shift Premiums:	0-35¢-35¢ (0-25¢-25¢). Effective April 23, 1982, 0-40¢-40¢.
Paid Holidays:	Effective in 1983, December 27 is added for a total of 12 full days and 2 half days.
Paid Vacation:	4 weeks after 12 (13) years' service and 5 weeks after 24 years (25). Also 2 weeks after 1 year, 3 weeks after 5 years and 6 weeks after 30 years (unchanged). Effective in 1982, 5 weeks after 23 years. Effective in 1983, 5 weeks after 22 years.
Bereavement Leave:	1 day's paid leave in the event of death of a brother-in-law or sister-in-law (new).

Health and
Welfare:

Life Insurance - Effective July 1, 1981, employee may elect coverage of \$10,000, \$15,000 or \$20,000 (\$8,000, \$10,000 or \$12,000). Employer pays for the first \$6,000, \$9,000 or \$12,000. (Previously employer paid for the first \$6,000.) Employee pays 50¢ (45¢) per month per \$1,000 in excess of employer paid coverage. Above coverage includes \$5,000 (\$2,500) of paid up life insurance upon retirement.

A. D. & D. - Maximum \$10,000 coverage (unchanged). Includes loss of speech or hearing - \$5,000 (new).

Supplementary Medical - Pays any eligible medical cost in excess of home province coverage when travelling outside of Canada (new). Pays for return airfare for one seat for a required attendant or stretcher accompanying patient back to Canada (new).

Eyeglasses - \$60 (\$40) every 2 years.

Hearing Aid - \$300 (\$200) lifetime allowance.

Dental Plan - Effective June 1, 1981, June 1, 1982 and June 1, 1983 payments to be based on the Ontario Dental Association fee schedule in effect on these dates. (Previously, 1977 fee schedule.) Effective January 1, 1982, restorative, endodontic, and prosthodontic coverage extended. Includes provision for new bridge work on a 50%/50% co-insurance basis (new).

Pension Plan:

Effective	Apr. 23/81	Apr. 23/82	Apr. 23/83
<u>Basic Monthly Benefit</u> (per year of service)	\$13.00 (\$11.00)	\$14.00	\$15.00
<u>Bridge Monthly Benefit</u> (per year of service)	\$9.50 (\$8.00)	\$10.00	\$10.50

Special Early Retirement (new) - Applies to employees laid off as the direct result of the Switchgear and Control Division decentralization. By letter of intent, the provision may be extended to other Divisions should similar circumstances occur. Provides pension benefits if retirement is at age 55 with 10 years of service, or age 50 with 25 years of service, or no age requirement if employee has 30 years of service. Basic benefit is reduced by .2% per month for each month retiree is below age 62 at time of retirement - maximum reduction limited to 20%. Bridge benefit equals \$8.50 per month per year of service. To be eligible employee must not have elected severance pay or refused a job offer in the Hamilton-Burlington area having a wage rate of at least 90% of employee's former rate, or been able to secure a job utilizing the seniority provisions of the collective agreement.

Severance Pay
(new):

Application and eligibility same as for Special Early Retirement Plan above. 1 week of pay for each year of pensionable service with less than 20 years of service and 1 1/2 weeks for each year with 20 or more.

Safety Shoe
Allowance:

\$35 (\$25) per year.

Crouse-Hinds Canada Limited at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from March 12, 1981 to March 12, 1983, covering 360 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Mar. 16/81	Mar. 15/82
General Increases		9%	7 1/2%
Skilled Trades Adjustment		\$1.25	
Machine Operator		\$6.46-\$6.66 (\$5.86-\$6.11)	\$6.96-\$7.16
Tool Die and Pattern Maker		\$11.01-\$11.21 (\$8.74-\$9.14)	\$11.85-\$12.05

Probationary period is 40 worked days. Maximum rates are reached after 6 months (previously after two 4-month increases).

Cost of Living Allowance: 30¢ allowance generated under the previous agreement continues to float.

1¢ per 0.35 point rise in the Consumer Price Index - 1971=100. Adjusted quarterly. (Unchanged) Capped at 25¢ (30¢) per year.

Shift Premium: 0-23¢-28¢ (0-20¢-25¢).

Paid Vacation: 4 weeks after 11 (12) years' service and 5 weeks after 19 (20) years. Effective March 12, 1982, 4 weeks after 10 years and 5 weeks after 18 years.

Health and Welfare: Life Insurance and A.D. & D. - Effective May 1, 1981, \$13,000 (\$12,000) coverage. Effective April 1, 1982, \$14,000.

Life Insurance for Retirees - \$2,500 (\$1,000) coverage.

Weekly Indemnity - Effective May 1, 1981, benefit increases to \$170 (\$150) per week, payable on a 1-1-3-26 (1-1-4-26) basis. Effective April 1, 1982, \$189 per week, payable on a 1-1-3-39 basis.

Dental Plan - Effective May 1, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective April 1, 1982, the 1982 ODA fee schedule.

Pension Plan: To be discussed in the second year.

Safety Shoe Allowance: Employer pays 80% of the cost of 2 pairs per year for furnace operators, furnace tenders and platform labourers; 75% of the cost of 3 pairs per year for molders and \$20 (\$12) for 1 pair per year for all other employees. Maximum \$60 per pair for approved foundry footwear.

NON-METALLIC MINERAL PRODUCTS

L.O.F. Glass of Canada Ltd. at Collingwood - Local 252, Glass and Ceramic Workers (AFL-CIO/CLC); A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, covering 226 employees, settled at the post mediation bargaining stage during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Feb. 1/81	Feb. 1/82
General Increases		75¢	63¢
COLA Fold-in		20¢	
Additional Adjustment		17¢ per hour*; Some new classifications	
General Labourer		\$7.17 (\$6.05)	\$7.80
General Maintenance Man		\$8.51 (\$7.39)	\$9.14
Settlement Pay:	\$500 lump sum payment for employees on the active payroll April 12, 1981. Employees not on the active payroll at that time receive a retroactive payment based on actual hours worked from February 1, 1981 to April 10, 1981.		
Improved Workmanshship Pay:*	Discontinued.		
Cost of Living Allowance:	Effective February 1, 1982, 1¢ per 0.35 change in the Consumer Price Index - 1971=100 for September, October and November, 1981 (1979) above the base of 242.5 (179.2). Triggers at 7% (9 1/2%). Maximum payment is 20¢ (unchanged). To be adjusted quarterly (unchanged).		
Shift Premium:	0-20¢-30¢ (0-15¢-20¢).		
Paid Holidays:	25 (23) days over the life of the agreement.		
Bereavement Pay:	\$120 (\$100) for deaths in the immediate family, including stepsons and stepdaughters (new). Effective February 1, 1982, \$140.		
Health and Welfare:	<u>Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.</u> <u>Effective February 1, 1982, \$14,000.</u> <u>Life Insurance for Retirees - \$3,000 (\$2,500) coverage.</u> <u>Effective February 1, 1982, \$3,500.</u> <u>Weekly Indemnity - Benefit increases to \$130 (\$120) per week,</u> <u>payable on a 1-1-4-39 (1-1-4-26) basis. Effective February 1,</u> <u>1982, \$140 per week.</u>		

Extended Health Care - Maximum allowance for eyeglasses is \$100 (\$75) per year.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective February 1, 1982, the 1982 ODA fee schedule.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service. Effective February 1, 1982, \$11.

Past Service Benefit - Benefit increases \$1 per month per year of service prior to February 1, 1981. Effective February 1, 1982, an additional \$1 per month.

Surviving Spouse Benefit (new) - Benefit is 60% of 95% of employee's normal benefit calculated as if he had retired on date of his death, for employees 55 years old with 30 years' service or employees 60 years old with 10 years' service. Rate is adjusted by 1/2% for each year in excess of 5 years by which the surviving spouse's age is less than or greater than the deceased employee's age.

Safety Shoe Allowance: \$40 (\$35) per year. Effective February 1, 1982, \$45.

Exolon Company of Canada Limited at Thorold - Local 36, Energy and Chemical Workers* (CLC): A 36-month renewal agreement effective from May 1, 1980 to April 30, 1983, covering 227 employees, settled during a work stoppage. Duration of negotiations - 15 months.

*Previously, Local 36, Canadian Chemical Workers.

Wages:	Effective	<u>May 1/80</u>	<u>May 1/81</u>	<u>May 20/81</u>	<u>May 1/82</u>
General Increases		70¢	75¢		75¢
Additional Adjustments				10¢ for certified tradesmen; 5¢-30¢ for 10 classifications; 15¢ for all shift workers	
General Labour		\$7.48 (\$6.78)	\$8.23	\$8.23	\$8.98
Machinist		\$8.72 (\$8.02)	\$9.47	\$9.47	\$10.22

Cost of Living Allowance: 1¢ per 0.5 point change in the Consumer Price Index - 1961=100 (unchanged), using March 1980 (1978) as the base index month. Triggers at \$2.20 (\$1.10). Adjusted semi-annually.

Shift Premium: Effective May 1, 1981, 0-28¢-30¢ (0-26¢-29¢).

Saturday Premium: Discontinued. (Previously, 60¢ per hour worked to a maximum of \$4.80 per week.)

Paid Vacation: Effective May 1, 1981, 4 weeks after 12 (14) years' service, 5 weeks after 21 (23) years and 7 weeks (new) after 40 years.

Health and Welfare: Semi-Private Hospitalization (new) - Employer pays 100% of premium costs for all employees including retirees.

Weekly Indemnity - Effective in 1981, benefit is \$160 for 26 weeks (previously \$160 for the first 4 weeks and \$133 for the next 22 weeks). Effective in 1982, \$165.

Pension Plan: Past Service - Effective May 1, 1981, benefit increases to \$22.50 (\$22) per month per year of service.

Meal Allowance: Effective May 1, 1981, \$3.75 (\$3.00).

Safety Shoe Allowance: \$40 (\$30) per year for all permanent employees plus an additional \$5 per year (unchanged) for Carbolon Furnacemen and employees working on the Exolon Breaking Floor.

Union Negotiating Committee (new): Employer pays the regular straight time hourly rate of pay up to a maximum of 8 hours per day for up to 4 members of the committee.

Norton Company, Electric Furnace Plants at Niagara Falls - Local 154, Teamsters* (Ind.) (hourly-rated and piecework employees): A 24-month renewal agreement effective from May 21, 1981 to May 20, 1983, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

*Previously represented by the International Chemical Workers.

Wages:	Effective	<u>May 21/81</u>	<u>May 21/82</u>
General Increases		96¢	96¢
Job Class Increment		14¢(13¢)	
Skilled Trades Job Class Increment		15¢(13¢)	16¢
Job Grade 2 (includes General Labour)		\$8.21 (\$7.24)	\$9.17
Job Grade 12 (includes Electrician A)		\$9.72 (\$8.54)	\$10.79

Probationary period is 60 days worked. (Previously, 90 days worked for Tradesmen without a certificate, unchanged for all others.)

Shift Premium: Effective May 21, 1982, 0-30¢-35¢ (0-25¢-30¢).

Sunday Premium: \$1 (85¢) per hour.

Paid Holidays: Effective May 21, 1982, 1 floater day is added for a total of 12 days.

Paid Vacation: Effective January 1, 1983, 4 weeks after 11 (12) years' service.

Bereavement Leave: Grandchildren are added for 3 days' paid leave. Son, daughter, brother, sister, and grandchildren are added for 1 days' paid leave when employee cannot attend the funeral.

Subpoenaed Witness Pay: Employer pays the difference between regular salary and fees received.

Health and Welfare: Life Insurance - Effective June 1, 1982, \$15,000 (\$12,000) coverage.

Retirees Life Insurance and A.D. & D. - Effective June 1, 1981, \$2,500 (\$1,500) coverage for future retirees.

Sickness and Accident - Effective June 1, 1981, benefits are: \$180 per week for Wage Groups 1, 2 and 3, \$185 per week for Groups 4, 5 and 6, and \$190 per week for Groups, 7, 8, 9 and up for the first 5 weeks. \$135, \$140 and \$145, respectively for the next 21 weeks. \$115 per week for all employees with 2 years' service for the next 78 weeks. Effective June 1, 1982, \$130. (Previously, \$160 per week for all groups for the first 4 weeks, plus \$105, \$110 and \$115 respectively, depending on the Wage Group, for the next 22 weeks, and \$100 per week for all employees with 2 years' service for the next 78 weeks).

Extended Health Care - Effective June 1, 1981, maximum claim for eyeglasses is \$100 (\$80) per year.

Dental Plan - Effective June 1, 1981, payments are based on the 1981 (1978) Ontario Dental Association schedule of fees. Effective June 1, 1982, employer pays 75% (50%) of the cost of premiums.

Safety Shoe Allowance: Employer pays a maximum of \$55 (\$45) per year for pieceworker and \$50 (\$40) per year for all other employees. Effective May 21, 1982, \$65 and \$60, respectively, per year.

PETROLEUM AND COAL PRODUCTS

Gulf Canada Limited, Clarkson Refinery at Mississauga - Local 9-593, Energy and Chemical Workers* (CLC): A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, covering 499 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

*Previously, the Oil, Chemical and Atomic Workers.

Wages:	Effective	<u>Feb. 1/81</u>	<u>Feb. 1/82</u>
	General Increases	13.5%	12%
	Additional Adjustment	20¢ per hour for rates above \$10.98	
	Labourer	\$9.03 (\$7.96)	\$10.11
	Mechanic #1	\$13.38 (\$11.59)	\$14.99
	Master Operator	\$14.47 (\$12.55)	\$16.21
Shift Premium:	0-49¢-85¢ (0-42¢-74¢). Effective February 1, 1982, 0-54¢-95¢.		
Overtime Pay:	Effective February 1, 1982, double time for all overtime hours (previously time and three-quarters).		
Paid Holidays:	1 floating holiday is added for a total of 11 days.		
Paid Vacation:	6 (5) weeks after 25 years' service.		
Meal Allowance:	\$5.00 (\$3.00).		

CHEMICAL AND CHEMICAL PRODUCTS

Uniroyal Chemical, Division of Uniroyal Limited at Elmira - Local 13691, Steelworkers (AFL-CIO/CLC) (hourly-rated employees): A 36-month renewal agreement effective from May 15, 1981 to May 12, 1984 with wages retroactive to May 10, 1981, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 10/81</u>	<u>May 9/82</u>	<u>May 8/83</u>
	General Increases	4.7%	3.8%	3%
	Special Rate Adjustments	11.7¢ weighted average for various clas- sifications	3.8¢ weighted average for various clas- sifications	2.7¢ weighted average for various clas- sifications
	Production Clerk	\$7.04 (\$6.72)	\$7.31	\$7.53
	Electrician 1st Class	\$9.78 (\$8.86)	\$10.50	\$11.07

Previous rates reflect a 65¢ COLA fold-in.

Cost of Living Allowance:	1¢ for each full 0.4 point rise in the Consumer Price Index - 1971=100 (unchanged). Base for calculation is the average CPI for the months of March, April, May, 1981 (1980). Effective in the second year, 1¢ for each full 0.375 point rise in the CPI - 1971=100. Base for calculation is updated 1 year. Effective in the third year, 1¢ for each full 0.35 rise in the CPI - 1971=100. Base for calculation is updated 1 year. To be recalculated quarterly and folded into wages at the end of each agreement year.
Shift Premium:	Effective May 9, 1982, 0-27¢-32¢ (0-25¢-30¢). Effective May 8, 1983, 0-30¢-35¢.
Paid Holidays:	1 floater day is added for a total of 12 days. Also, 1 floater is substituted in lieu of Remembrance Day.
Paid Vacation:	4 weeks after 12 (13) years' service, and 6 weeks after 28 (30) years. Effective in 1982, 6 weeks after 25 years' service.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective June 1, 1981, \$12,000 (\$11,000) coverage. Effective June 1, 1982, \$13,000. <u>Life Insurance for Retirees</u> - Effective June 1, 1981, \$4,500 (\$4,000) coverage. Effective June 1, 1982, \$5,000. <u>Semi-Private Hospitalization</u> - Effective June 1, 1981, benefit period is increased to 365 (180) days of disability. <u>Supplementary Health Plan</u> - Effective June 1, 1981, maximum claim for eyeglasses increases to \$80 (\$60) per 24-month period. <u>Dental Plan</u> - Effective June 1, 1981, payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective June 1, 1982, the 1980 O.D.A. fee schedule, and Rider No. 4 is added.
Pension Plan:	<u>Basic Benefit</u> - \$8 (\$7) per month per year of service for Benefit Class Code 1 (Scaled to Job rates) \$8.50 (\$7.50) for Code 2, and \$9 (\$8) for Code 3. Effective in the second year, \$8.75, \$9.25, and \$9.75, respectively, depending on Benefit Class Code. Effective in the third year, \$9.25, \$9.75, and \$10.25, respectively, depending on Benefit Class Code. <u>Supplementary Pension - Age 62 Retirement and Disability Retirement</u> - \$6.25 (\$5.75) per month per year of service. Effective in the second year, \$6.75. Effective in the third year, \$7.25.
Safety Shoe Allowance:	Employer pays a maximum of \$35 (\$25) per year.

WHOLESALE TRADE

Ontario Produce Company, Ontario Food Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from March 8, 1981 to March 5, 1983, covering 360 employees, settled at post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Mar. 8/81	Aug. 2/81	Mar. 7/82
General Increases		\$1.05		\$1.05
Additional Adjustment			76¢*	
Packager		\$10.08 (\$9.03)	\$10.84	\$11.89
Maintenance Mechanic		\$11.35 (\$10.30)	\$12.11	\$13.16

*Reflects the reduction in weekly hours.

Hours of Work:	Effective August 2, 1981, 37 1/2 (40) hours per week.
Shift Premium:	0-45¢-50¢ (0-30¢-35¢).
Paid Holidays:	1 (1/2) day prior to Christmas for a total of 11 1/2 days.
Paid Vacation:	5 weeks after 15 (17) years' service, and 6 weeks after 22 (25) years.
Bereavement Leave:	Grandchild is added for 1 day's paid leave to attend the funeral.
Health and Welfare:	Major Medical - Maximum claim for eyeglass lenses or contact lenses is \$100, plus \$25 for frames, every 2 years (new). Dental Plan - Effective March 7, 1982, orthodontic coverage is added. Plan is 80% co-insured, to a maximum of \$1,000 for lifetime for employees and dependents under the age of 21.
Tool Allowance:	Employer pays a maximum of \$100 (\$85) per year to maintenance employees.

Zehrs Markets (Division of Zehrmart Ltd.) at Guelph and Port Elgin - Local 1977, Food and Commercial Workers* (AFL-CIO/CLC): A 24-month renewal agreement effective from December 28, 1980 to January 1, 1983, covering 387 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

*Previously, the Retail Clerks.

Wages:	Effective	<u>May 10/81</u>	<u>Jan. 3/82</u>
	General Increases*	\$1 for full- time empls. 70¢ for part- time empls.	\$1 for full- time empls. 70¢ for part- time empls.
	Cashier/Wrapper Service Clerk	\$5.64-\$8.53 (\$5.14-\$7.53)	\$6.14-\$9.53
	Meat Cutter	\$6.80-\$9.72 (\$6.30-\$8.72)	\$7.30-\$10.72

*Increases are prorated from 50% at the start to 100% at the top of each classification.

Probationary period is 25 worked days. Maximum rates are reached after eight 3-month increases.

Retroactive Pay: 85¢ per hour for each hour paid from December 28, 1980 to May 9, 1981 for full-time employees and 65¢ per hour for each hour paid for part-time employees who are on the company payroll on the date of ratification.

Hours of Work (Part-time): 27 (28) hours or less per week.

Sunday Premium (Full-time) (new): 40¢ per hour for all hours worked on Sunday in tourist areas where stores are allowed to open for business, according to local by-law.

Refrigeration Check Premium (Full-time): \$15 (\$10) per check.

Christmas Bonus (Full-time): 2% (1%) of total earnings.

Paid Holidays (Part-time): Boxing Day and Civic Holiday are added for a total of 9 days.

Paid Vacation (Full-time): 3 weeks after 4 (5) years' service, 4 weeks after 9 (10) years, 5 weeks after 18 (20) years, and 6 weeks at 12% (new) after 25 years.

Bereavement Leave (Full-time): 3 (1) days' paid leave for grandparents, sister-in-law and brother-in-law. 1 day's paid leave to attend the funeral of a grandchild (new).

Education Fund (new): Effective May 10, 1981, employer contributes 1¢ per hour worked for all employees, to a maximum of 39¢ per week per employee.

Injury Pay (Full-time) (new): Employer pays for time lost resulting from a compensable accident during the period on the first day which is not covered by Workmen's Compensation Board coverage.

Sick Pay Allowance (Full-time):

Health and Welfare:

Eligibility is 3 (6) months of continuous service.

Life Insurance - \$10,000 (\$5,000) coverage for full-time employees.

Weekly Indemnity - Maximum benefit increases to \$220 (\$190) per week for full-time employees.

Long Term Disability - Benefit increases to \$800 (\$600) per month, flat rate for full-time employees.

Dental Plan - Effective May 10, 1981, employer contributes 7¢ per hour worked for all employees to the new jointly administered plan. (Previously, employer paid 100% of premium costs.)

Pension Plan:

Employer Contribution - Effective May 10, 1981, 20¢ per hour worked for all employees is contributed to the new union administered plan. 12¢ to be allocated to current service pension benefits and 8¢ to past service pension benefits.

Basic Benefit - \$21 per month per 20 years of past service and all future service. (Previously, 5% of employee's gross earnings, of which employer paid .52%).

RETAIL TRADE

Boots Drug Stores (Canada) Ltd. in Ontario and Manitoba, and Boots Drug Stores (Western) Ltd. in Saskatchewan and the cities of Calgary and Edmonton, Alta. - Locals 206, 397, 401, 486 and 832, Food and Commercial Workers* (AFL-CIO/CLC) (890 full-time and part-time retail employees): Five renewal agreements settled at the conciliation officer stage. The Ontario agreement, covering 700 employees, is effective September 9, 1980 and terminates March 5, 1983.** Duration of negotiations - 12 months.

*Previously, Retail Clerks International Union.

**Rates, increases and provisions reported below refer to the Ontario agreement.

Wages:	Effective	Sept. 9/80	May 4/81	Sept. 1/81
General Increases***		40¢	10¢	25¢
Top of Scales (reached after 12 months)				
Stock Clerk		\$4.74 (\$4.34)	\$4.84	\$5.09
Sales Clerk		\$4.89 (\$4.49)	\$4.99	\$5.24

	<u>Sept. 9/80</u>	<u>May 4/81</u>	<u>Sept. 1/81</u>
Management Trainee	\$5.54 (\$5.14)	\$5.64	\$5.89
Effective	<u>Apr. 1/82</u>	<u>Nov. 1/82</u>	
General Increases***	25¢	20¢	
Stock Clerk	\$5.34	\$5.54	
Sales Clerk	\$5.49	\$5.69	
Management Trainee	\$6.14	\$6.34	

***General increases shown apply to existing employees. New employees will be placed on a wage schedule reflecting increases ranging from 50% of those shown above, for starting rates; to 100% of those shown above, for 12-month rates.

Hours of Work (Full-time):	40 per week (unchanged).
Reporting Pay (Part-time):	Minimum 3 (2) hours' pay.
Paid Holidays:	<u>Full-time employees</u> - 9 statutory days plus a non-premium holiday for employee's birthday (unchanged). <u>Part-time employees</u> - Pay for any of the applicable 9 statutory holidays is based on the total hours worked during the 4 weeks immediately preceding the holiday divided by 20 (unchanged).
Paid Vacation (Full-time):	1 week at 4% for more than 6 months' service but less than 1 year, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 25 years (unchanged).
Vacation Pay (Part-time)	Up to 5 years of service - 4% of annual earnings; 5 to 10 years - 6%; 10 to 18 years - 8%; 18 to 25 years - 10%; more than 25 years - 12% (unchanged).
Leave of Absence Without Pay (Part-time) (new):	2 weeks with 4 years of continuous part-time service.
Jury Duty (new):	No loss of pay for serving on a jury, or attending court as the result of a subpoena. Employee must consign any court fees received, less expenses to employer.
Health and Welfare:	<u>Dental Plan</u> - Effective January 1, 1982, employer contributes 9¢ (7¢) per hour for all non-overtime hours worked.

Pension Plan: Effective January 1, 1982, the employer will contribute 25¢ per hour for all non-overtime hours worked. The money will be directed to the Canadian Commercial Workers Industry Pension Plan to provide retirement benefits, and if applicable, disability benefits, death benefits, termination benefits, etc. (new). The adoption of this plan is common to all 5 agreements. In Ontario, there will be discussions to return to employees, contributions made to the former Boots Drug Store (Canada) Ltd. Pension Plan.

EDUCATION AND RELATED SERVICES

Lambton County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (640 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
Average Increases (Salary Grid)		12.8%	10.1%
Teacher - Category 1 0-5 years		\$13,350-\$18,350 (\$11,800-\$16,300)	\$14,570-\$20,070
Teacher - Category 4 0-11 years		\$16,574-\$28,329 (\$15,100-\$25,000)	\$18,070-\$31,270
Teacher - Category 7 0-12 years		\$20,121-\$36,080 (\$18,400-\$31,400)	\$22,570-\$39,270
<u>Principal</u>			
Under 9 rooms 0-2 (4) years		\$37,000-\$39,000 (\$30,600-\$34,600)	
9-15 rooms 0-2 (4) years		\$38,000-\$40,000 (\$31,600-\$35,600)	
Up to 15 rooms* 0-2 years			\$41,770-\$43,770
Over 15 rooms 0-2 (4) years		\$39,000-\$41,000 (\$32,600-\$36,600)	\$42,770-\$44,770
*New category to replace Principal - Under 9 rooms and Principal - 9-15 rooms.			
Responsibility Allowances:	Vice-Principal 0-2 years	\$1,400-\$2,400 (\$1,100-\$1,900)	\$1,600-\$2,600
	Consultant (Previously paid an annual salary.)	\$2,520 per year	\$2,600 per year
Extra Degree Allowance:	Effective September 1, 1982, \$600 (\$550).		

Health and
Welfare:

OHIP - Employer pays 80% (75%) of premium costs.

Life Insurance - Effective September 1, 1982, \$100,000 (\$90,000) maximum coverage.

Major Medical Drug Plan - Employer pays 80% of premium costs.

Dental Plan - Employer pays 80% (75%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective September 1, 1982, the 1981 ODA fee schedule.

Sabbatical
Leave:

Employer pays 75% of base salary. Employee must have 5 (6) years of service. (Varied according to category and number of dependants. Ranged from 55% to 80% of base salary.)

Severance Pay
(new):

2% of current annual salary per year of service for an employee who has more than 1 year of continuous service and is released due to redundancy.

Community
Commitment
(new):

Up to 4 days' leave, cost of supply teacher, if necessary, to be deducted from employee's salary. More than 4 days, full pay deduction from employee's salary.

Redundancy/
Principals and
Vice-Principals
(new):

Procedures for "bumping" rights detailed.

Lincoln County Board of Education - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 12-month renewal agreements effective from January 1, 1981 to December 31, 1981, covering 363 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective Jan. 1/81

General Increase 11%

Part-time cleaner \$5.61
(\$5.05)

Bus Driver \$7.28
(\$6.56)

Annual Rates

Labourer \$15,897-\$16,387
(\$14,322-\$14,763)

Caretaker \$16,659-\$17,196
(\$15,008-\$15,492)

Journeyman \$18,786-\$19,320
Electrician (\$16,924-\$17,405)

Probationary period is 6 months. Maximum rates for Labourer, Caretaker and Journeyman Electrician are reached after one 3-month and one 9-month increase.

Paid Vacation: 6 weeks after 28 (30) years' service.

Health and Welfare (full-time only): Dental Plan - Employer pays 80% (75%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Pension Plan (full-time only): OMERS - Employees retiring early have the option of continuing in the plan until they reach age 65.

Safety Footwear Allowance (new) (full-time only): Employer pays up to \$50 per year upon obtaining a receipt for the purchase of CSA approved safety footwear.

Lincoln County Board of Education - Local 1442, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 218 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/81

General Increase 11%

Bi-weekly Salaries

Level 1 (Mail Clerk) \$372-\$441
(\$335-\$397)

Level 9 (Architectural Technologist) \$727-\$959
(\$655-\$864)

Probationary period is 5 months. Maximum rates for Level 1 are reached after 3 annual increases and for Level 9, after 5 annual increases.

Paid Holidays: Remembrance Day or a day in lieu and Heritage Day have been replaced by 1 floating holiday for a total of 9 days, for employees working 10 months and, December 24th to January 1st inclusive for 12-month employees, for a total of 14 days.

Paid Vacation: 5 weeks after 18 (19) years' service and 6 weeks after 28 (30) years.

Bereavement Leave: Stepchild is added for up to 4 days' paid leave. 3 (2) days' for grandchildren.

Health and Welfare: Dental Plan - Employer pays 80% (75%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Pension Plan: OMERS - Employees retiring early have the option of continuing in the plan until they reach age 65 (new).

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC)
(full and part-time employees): Two 12-month renewal agreements effective from May 1, 1981 to April 30, 1982, covering 345 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/81	Oct. 1/81
	General Increases	72¢	17¢
	Custodian Grade II	\$6.99 (\$6.27)	\$7.16
	Custodian Grade V	\$9.25 (\$8.53)	\$9.42

Paid Vacation: 5 weeks after 21 (22) years' service.

Health and Welfare: Life Insurance - 2 times basic annual salary rounded to the nearest \$500, up to a maximum of \$40,000 coverage. (Previously, \$5,000 to \$22,000 coverage, depending on annual salary, for employees with an annual salary of \$4,000 to \$11,999.99, and \$25,000 coverage for employees with an annual salary of \$12,000 or over.)

North York City Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens Niveau Secondaire (Ind.) (2,380 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage*. Duration of negotiations - 5 months.

*Mediation was utilized in the resolution of one item.

Wages:	Effective	Sept. 1/81
	General Increases	
	Teachers' Grid	9.8%
	Responsibility Allowances	8.99%
	Teacher - Category I 0-10 years	\$17,124-\$29,475 (\$15,596-\$26,844)
	Teacher - Category IV 0-10 years	\$20,583-\$36,720 (\$18,746-\$33,443)
	<u>Vice-Principal</u>	
	Junior High School 0-3 years	\$37,910-\$41,492 (\$34,784-\$38,070)
	Secondary School 0-3 years	\$39,700-\$43,279 (\$36,426-\$39,710)

Sept. 1/81

Principal

Junior High School \$43,839-\$47,417
0-3 years (\$40,224-\$43,507)

Secondary School \$45,813-\$49,388
0-3 years (\$42,035-\$45,315)

Co-ordinator

12-month term Same as principal of junior high school.
10-month term Same as vice-principal of secondary school.

Cost of Living Allowance: Calculation made each month the Consumer Price Index for Toronto - 1971=100 exceeds 110.3% of the CPI for August 1980. The excess multiplied by the employee's monthly salary equals the allowance for the month and is paid in a lump sum following the last calculation for August 1982. (Similar formula in second year triggered at 7% and provided payment equal to .5% of annual salary. COLA originally scheduled for third year deleted by arbitration of third year salaries.)

Peel Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (2,470 employees): A 36-month renewal agreement effective from September 1, 1980 to August 31, 1983, settled by arbitration. Duration of negotiations - 16 1/2 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
General Increases		9%	7%
Teacher, Level 1 0-5 years		\$12,443-\$17,875 (\$11,416-\$16,399)	\$13,314-\$19,126
Teacher, Level 4 0-9 years		\$15,406-\$26,664 (\$14,134-\$24,462)	\$16,484-\$28,530
Teacher, Level 7 0-11 years		\$19,158-\$32,918 (\$17,576-\$30,200)	\$20,499-\$35,222
Vice-Principal 0-4 years		\$31,776-\$36,374 (\$29,143-\$33,371)	\$33,990-\$38,920
Consultant/ Co-ordinator 0-4 years		\$36,210-\$40,160 (\$33,220-\$36,844)	\$38,745-\$42,971
Principal 0-4 years		\$38,843-\$42,793 (\$35,636-\$39,260)	\$41,562-\$45,789

Effective	<u>Jan. 1/82</u>	<u>Sept. 1/82</u>
General Increases	4.34%*	Wage Reopener
Teacher, Level 1 0-5 years	\$13,854-\$19,901	
Teacher, Level 4 0-9 years	\$17,153-\$29,687	
Teacher, Level 7 0-11 years	\$21,330-\$36,650	
Vice-Principal 0-4 years	\$35,368-\$40,499	
Consultant/ Co-ordinator 0-4 years	\$40,316-\$44,714	
Principal 0-4 years	\$43,248-\$47,646	

*Non-compounded. Applied against rates in effect prior to the 7% increase.

York County Board of Education - Local 1734, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	15%*
	Clerical Level 1	\$9,166-\$11,319 (\$7,970-\$9,843)
	Buyer	\$14,516-\$20,828 (\$12,623-\$18,111)

*Also applies to annual increments (new). Annual increments are \$403 (\$350) for Clerical Level 1, and \$805 (\$700) for Buyer.

Probationary period is 90 working days.

Paid Vacation: 4 weeks after 10 (11) years' service.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide
- Ontario Public Service Employees (NUPGE) (CLC) (6,500 academic staff, librarians and counsellors): A 12-month wage reopener on salaries for the second year of a two year agreement ending August 31, 1981, settled by arbitration. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/80	Mar. 1/81
	General Increases	9.16%	1.5%
	<u>Annual Rates</u>		
	Instructor 0-10 steps	\$14,425-\$24,490 (\$13,215-\$22,435)	\$14,644-\$24,862
	Teaching Masters and Counsellors 0-16 steps	\$16,896-\$33,000 (\$15,478-\$30,230)	\$17,153-\$33,500
	Librarian 1 0-6 steps	\$17,480-\$23,519 (\$16,013-\$21,545)	\$17,746-\$23,876
	Librarian 2 0-6 steps	\$20,469-\$26,507 (\$18,751-\$24,283)	\$20,780-\$26,910

University of Western Ontario Board of Governors, Physical Plant Department at London
- Local 2361, Canadian Union of Public Employees (CLC): A
 12-month renewal agreement effective from May 1, 1981 to April 30, 1982, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	May 1/81
	General Increase	9%
	Additional Adjustments	18¢ per hour for all Grounds classification employees; 1% for Painter, Carpenter and Locksmith and employees earn- ing below \$15,000 per year; 3/4% for those between \$15,000 and \$17,500 and 1/2% for those between \$17,500 and \$20,000
	Service Worker I	\$5.71 (\$5.19)
	Caretaker Intermediate I	\$7.59 (\$6.90)
	Electrician	\$11.68 (\$10.72)
Standby Pay:	1/2 of hourly Lead Hand rate from Monday to Friday (previously \$4.55 per day); 3/4 of hourly Lead Hand rate on Saturday and Sunday (previously \$7.50 per day) and the full hourly Lead Hand rate on a Statutory Holiday (previously, \$10.50 per day).	
Paid Holidays:	1 floating day is added for a total of 11.	

Paid Vacation: 5 weeks after 21 (25) years' service.

Health and Welfare: OHIP - Employer pays 50% (10%) of premium costs. Effective April 1, 1982, 90%.

Dental Plan - Employer pays 100% (75%) of premium costs.

Safety Shoe Allowance: Employer pays \$35 per year for CSA approved boots for caretakers, if needed (new), and employees in the trades (unchanged).

York University at Toronto - Faculty Association (Ind.) (950 academic staff employees): A 12-month renewal agreement effective from May 1, 1981 to April 30, 1982, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/81</u>
	General Increase	9%
	<u>Annual Floor Salaries</u>	
	Lecturer	\$17,210 (\$15,790)
	Assistant Professor	\$21,040 (\$19,300)
	Associate Professor	\$25,850 (\$23,720)
	Professor	\$33,940 (\$31,140)
	Assistant Librarian	\$17,890 (\$16,410)
	Senior Librarian	\$28,850 (\$26,470)

Annual Career Progress Increment: \$900 (\$835).

Merit Fund: 0.5% (1%) of the total unit base salaries. Dispensed by collegial assessment.

Special Adjustment: \$1,200 for each employee earning less than \$35,000 between May 1, 1980 and April 30, 1981. For earnings above \$35,000, adjustment is reduced on a sliding scale down to 0 at \$50,000 earnings.

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. \$1,110 (\$1,000) orthodontic maximum.

Childcare: Employer will increase contributions to the daycare facility by \$4,000.

HEALTH AND WELFARE SERVICES

Ontario Council of Administrators of Teaching Hospitals at Toronto and other centres
- Internes and Residents Association (PAIRO) (Ind.) (2,500
internes and residents): A 12-month renewal agreement effective
 from January 1, 1981 to December 31, 1981, settled at the
 bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	Interne	\$19,350 (\$18,200)	\$20,500
	Resident 1	\$21,350 (\$19,850)	\$22,850
	Resident 5	\$27,950 (\$26,000)	\$30,000

Administrative Bonus: Senior Resident - \$1,000 (\$850) per annum. Chief Resident - \$2,000 (\$1,700).

Hours of Work: Maximum of 60 per week or 5 shifts of 12 hours each for in-hospital shift work (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Internes - 4 (3) weeks per year. Residents - 4 weeks per year (unchanged).

Meal Allowance: Effective July 1, 1981, \$2.25 (\$1.90).

Children's Aid Society of Metropolitan Toronto - Local 2316, Canadian Union of Public
Employees (CLC) (550 employees): A 7-month renewal agreement
 effective from May 28, 1981 to January 1, 1982, settled at the
 mediation stage. Duration of negotiations - 7 months. Previous
 agreement expired January 1, 1981.

Wages:	Effective	<u>June 1/81*</u>
	Adjustment	Some reclassifications
	General Increase	11%
	<u>Annual Rates</u>	
	Level 2 (includes Clerk/Typist 1)	\$11,455-\$13,400 (Clerk Typist 1 - \$9,218-\$10,750 and Clerk Typist 2 - \$9,930-\$11,602)
	Level 7 (includes Child Care Worker 2)	\$15,540-\$18,907 (\$13,624-\$16,230)

June 1/81*

Level 12 (includes
Social Worker)

\$21,590-\$26,266
(Many wage categories of Social Workers
ranging from \$14,413-\$17,863 to
\$18,970-\$23,560)

*A lump sum payment based on the 11% increase will be made for all hours worked since December 29, 1980.

Annual Increment - Following the above adjustments, employees below the maximum step of their new range receive a 4% increase or portion thereof on June 1, 1981. Generally given on employee's anniversary date.

Hours of Work:	General service and child care employees - 40 per week; social work and office employees - 35 per week (unchanged).
Shift Premium (new):	25¢ per hour for residential staff between 6 p.m. and 6 a.m.
Reporting Pay (new):	Minimum of 4 hours' pay at straight time.
Overtime Pay:	Double time on Sunday or seventh day when working 7 days straight. (Previously, time and one-half over 44 hours per week.)
Paid Holidays:	12 days (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 8 years and 5 weeks after 20 years (unchanged).
Long Service Bonus (new):	\$150 for employees with 15 years' service by December 31, 1981. Paid prior to Christmas 1981.
Adoption Leave:	Similar to maternity leave. (Previously, 6 weeks without pay.)
Maternity Leave:	With 1 or more years of service up to 6 months without pay, seniority accumulated. Employer continues to pay share of premiums for life and health insurance. (Previously, in accordance with provincial statutes.)
Personal Leave:	6 days per year (unchanged). May "carry over" up to 3 days per year of unused leave to a maximum of 9 days accumulation. Use of leave for bereavement, marriage or other legitimate reasons no longer specified as such.
Training Courses (new):	Employer pays cost of fees, transportation and lodging.
Sick Leave:	100 (75) days maximum accumulation at the rate of 1 1/2 days per month.
Unpaid Leave for Union Business:	45 (20) working days per year.

Paid Leave for Negotiations:	Up to 5 (4) employees. Applies through the conciliation stage. (Applied up to but not including the conciliation stage.)
Health and Welfare:	<u>Semi-private Hospitalization</u> - Effective August 1, 1981, coverage extended to 100% of cost (previously, \$5 per day). Employer pays premium costs. <u>Dental Plan (new)</u> - Effective August 1, 1981, basic preventative coverage with \$25 single/\$50 family deductible and 80%/20% co-insurance. The deductible is incorporated into existing Major Illness Benefit Plan. Payments are based on the 1981 Ontario Dental Association fee schedule. Plan optional for present employees. Employer pays 65% of premium costs.
Meal Allowance:	\$6 (\$5.50) after 3 hours' overtime. (First time in contract; previously paid by custom.)
Mileage Allowance:	Effective June 1, 1981, 30¢ (26¢) per mile plus a flat \$5 per month (new). Employee using his own vehicle on company business must maintain \$500,000 (\$300,000) coverage of third party liability insurance.
Transportation Allowance:	Effective June 1, 1981, residential staff required to travel to or from work after midnight or before 6 a.m. are provided with, or are reimbursed for, transportation (new). (Previously, applied only in the case of call-ins.)
Notice of Lay-off (new):	Minimum of 3 weeks.
Retention of Seniority During Lay-off:	6 months for employees with less than 1 year of service; 18 (12) months for employees with 1 or more years of service. Laid off employees have the right to refuse one recall with the applicable time period specified above (new).
Pay for Attending Meetings on a Day-off (new):	Minimum of 4 hours' pay at straight time.
Union Security:	Union dues by all employees in the bargaining unit. (Option to charitable organization deleted.)

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club (Mutuel Department, Standardbred Race Operation), province-wide - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 285 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increases	\$5.80 per day for Seniority empls. \$5.70 per day for Non-Seniority empls.

Jan. 1/81

Additional
Adjustment \$2 per day for
Seniority Money Room
Personnel

Messenger \$43.65
Bettor (\$37.85)

Terminal \$61.05
Operator (\$55.25)

Vacation Pay: 8% (7%) after 10 years' service, 10% (9%) after 15 years, and 11% (10%) after 20 years.

Health and Life Insurance - Effective June 1, 1981, \$10,000 (\$7,500)
Welfare: coverage.

Dental Plan - Effective June 1, 1981, payments are based on the
1981 (1980) Ontario Dental Association fee schedule.

Pension Plan: Effective June 1, 1981, a compulsory plan (new) will be implemen-
ted, whereby the employer and employee each contribute 2% of
gross wages. A joint committee to be established to finalize all
other details. Contributions to the previous plan are frozen as
of May 31, 1981.

Severance Pay: Employee receives vacation pay entitlement as of date of termi-
nation. (Previously, received benefits entitled to under the
Employment Standards Act).

PERSONAL SERVICES

Holiday Inn of Toronto - Downtown of the Commonwealth Holiday Inns of Canada Limited
- Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal
agreement effective from January 1, 1981 to December 31, 1983,
covering 299 employees, settled at the conciliation officer
stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	Increases	31¢-67¢	25¢-66¢	25¢-66¢
	Waiter/Waitress	\$3.70 (\$3.39)	\$3.95	\$4.20
	Maid	\$4.50 (\$4.00)	\$5.00	\$5.50
	1st Cook	\$6.17 (\$5.51)	\$6.83	\$7.49

Probationary period is 50 (60) working days. New employees reach
the job rate by the end of their probationary period (new).

Responsibility Allowance (new):	Employee receives the higher rate if temporarily transferred or assigned to a higher rated classification for 3 hours or more.
Paid Vacation:	4 weeks (new) at 8% after 12 years' service.
Bereavement Leave:	Grandchild is added for 1 day's paid leave to attend the funeral.
Health and Welfare:	OHIP - Employer pays 50% of premium costs for regular full-time employees with less than 1 year of service and 100% for those with 1 year or more. (Previously, employer paid \$13 single/\$27 family.)
	Dental Plan - Effective June 1, 1981, payments are based on the 1980 (1975) Ontario Dental Association fee schedule. Effective May 1, 1982, the 1981 ODA fee schedule.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Association of Postal Officials of Canada (Ind.) (4,200 postal supervisors): A 7 1/2-month renewal agreement effective from May 11, 1981 to December 31, 1981, with wages retroactive to January 1, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>May 11/81</u>
	General Increases	93¢ per hour	30¢ per hour
	<u>Weekly Rates</u>		
	PO - SUP-1	\$436.60-\$450.76 (\$399.40-\$413.56)	\$448.60-\$462.76
	PO - SUP-4	\$492.62-\$509.10 (\$455.42-\$471.90)	\$504.62-\$521.10
	PO - SUP-7	\$557.80-\$577.02 (\$520.60-\$539.82)	\$569.80-\$589.02
Hours of Work:	40 per week, except 37 1/2 for supervision of CUPW employees (unchanged).		
Shift Premium:	0-72¢-72¢ (0-60¢-60¢).		
Weekend Premium:	90¢ (80¢) per hour for regularly scheduled hours on Saturday and Sunday.		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	Effective April 1, 1981, 5 weeks after 20 (22) years' service and 7 weeks after 35 years (new). Also 3 weeks after 1 year and 4 weeks after 10 years and 7 weeks after 30 years (all unchanged).		

Boot and Glove Allowance: Effective April 15, 1981, \$180 (\$155) per year for footwear and \$15 (\$11) per year for gloves.

Meal Allowance: \$5 (\$4) after 2 hours' overtime.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (550 veterinary science group employees): A 19 1/2-month renewal agreement effective from May 12, 1981 to December 28, 1982, with wages retroactive to December 22, 1980, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Dec. 22/80	Dec. 29/81
General Increases		12.25%	12%
<u>Annual Rates</u>			
VS - 1		\$25,664-\$31,344 (\$22,863-\$27,923)	\$28,744-\$35,105
VS - 3		\$33,087-\$40,200 (\$29,476-\$35,813)	\$37,057-\$45,024
VS - 6		\$41,529-\$48,089 (\$36,997-\$42,841)	\$46,512-\$53,860

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-37.5¢-37.5¢ (0-30¢-35¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged). Effective December 22, 1981, 5 weeks after 20 years.

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for care of a sick family member to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).

Adoption - Maximum 26 weeks (new).

Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Meal Allowance: \$4 (\$3.50) after 3 hours' overtime and \$3 (\$2.75) after 3 additional hours.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (auditing group) (2,570 employees): A 19-month renewal agreement effective from May 8, 1981 to December 20, 1982, with wages retroactive to December 22, 1980, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>Dec. 29/81</u>
	General Increases	9%	9%
	<u>Annual Rates</u>		
	AU - 1	\$23,026-\$27,186 (\$21,125-\$24,941)	\$25,098-\$29,633
	AU - 3	\$32,954-\$36,811 (\$30,233-\$33,772)	\$35,920-\$40,124
	AU - 5	\$41,650-\$45,853 (\$38,211-\$42,067)	\$45,399-\$49,980

Hours of Work: 37 1/2 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged). Effective December 22, 1981, 5 weeks after 20 years.

Severance Pay: 1 week's pay per year of service to a maximum of 26 weeks, for an employee who is released for incapacity or for incompetence (new).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (7,440 engineering and scientific support group employees): A 19-month renewal agreement effective from May 15, 1981 to December 21, 1982, with wages retroactive to December 22, 1980, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>July 22/81</u>
	General Increases	8.5%	4%
	Classification Adjustments	Restructuring of rates resulting in wage parity for the HOT SUB-GROUP with the ESS SUB-GROUP	
	<u>Annual Rates</u>		
	EG - ESS 1	\$14,002-\$15,524 (\$12,905-\$14,308)	\$14,562-\$16,145
	EG - ESS 6	\$20,794-\$23,304 (\$19,165-\$21,478)	\$21,626-\$24,236

	<u>Dec. 22/80</u>	<u>July 22/81</u>
EG - ESS 11	\$34,946-\$39,388 (\$32,208-\$36,302)	\$36,344-\$40,964
	<u>Jan. 22/82</u>	<u>June 22/82</u>
Effective		
General Increases	5.25%	6%
EG - ESS 1	\$15,327-\$16,993	\$16,247-\$18,013
EG - ESS 6	\$22,761-\$25,508	\$24,127-\$27,038
EG - ESS 11	\$38,252-\$43,115	\$40,547-\$45,702
Hours of Work:	37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).	
Shift Premium:	0-30¢-40¢ (0-25¢-33¢).	
Weekend Premium:	35¢ (30¢) per hour for regularly scheduled hours on Saturday or Sunday.	
Standby Pay:	\$6 (\$5) up to 8 hours, \$12 (\$10) on holidays and days of rest.	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	
Bereavement Leave:	Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.	
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).	
Sick Leave:	5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.	
Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for care of a sick family member to a maximum of 5 days per year.	
Leave Without Pay:	<u>Paternity</u> - Maximum 26 weeks (new). <u>Adoption</u> - Maximum 26 weeks (new). <u>Care and Nurturing of Pre-School age Children (new)</u> - One or more periods to a total maximum of 5 years.	

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Meal Allowance: \$4 (\$3.50) after 3 hours' overtime and \$3 (\$2.50) after 4 additional hours.

Severance Pay: 1 week's pay per year of service to a maximum 28 weeks for an employee who has more than 1 year of continuous service and is released for incapacity (new).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (general technical, social science support and technical inspection groups) (5,400 employees): A 19-month renewal agreement effective from May 22, 1981 to December 21, 1982, with wages retroactive to December 22, 1980, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>July 22/81</u>
	General Increases	8.5%	4%
	<u>Annual Rates</u>		
	<u>General Technical Group</u>		
	GT - 1	\$16,960-\$18,359 (\$15,631-\$16,921)	\$17,638-\$19,093
	GT - 4	\$24,507-\$26,792 (\$22,587-\$24,693)	\$25,487-\$27,864
	GT - 8	\$39,573-\$43,322 (\$36,473-\$39,928)	\$41,156-\$45,055
	<u>Technical Inspection Group</u>		
	TI - 1	\$17,779-\$19,283 (\$16,386-\$17,772)	\$18,490-\$20,054
	TI - 4	\$23,134-\$25,257 (\$21,322-\$23,278)	\$24,059-\$26,267
	TI - 8	\$35,456-\$38,930 (\$32,678-\$35,880)	\$36,874-\$40,487
	<u>Social Science Support Group</u>		
	SI - 1	\$18,287-\$21,025 (\$16,854-\$19,378)	\$19,018-\$21,866
	SI - 4	\$26,003-\$28,466 (\$23,966-\$26,236)	\$27,043-\$29,605
	SI - 8	\$41,016-\$44,941 (\$37,803-\$41,420)	\$42,657-\$46,739

Effective	<u>Jan. 22/82</u>	<u>June 22/82</u>
General Increases	5.25%	5.5%
<u>General Technical Group</u>		
GT - 1	\$18,564-\$20,095	\$19,585-\$21,200
GT - 4	\$26,825-\$29,327	\$28,300-\$30,940
GT - 8	\$43,317-\$47,420	\$45,699-\$50,028
<u>Technical Inspection Group</u>		
TI - 1	\$19,461-\$21,107	\$20,531-\$22,268
TI - 4	\$25,322-\$27,646	\$26,715-\$29,167
TI - 8	\$38,810-\$42,613	\$40,945-\$44,957
<u>Social Science Support Group</u>		
SI - 1	\$20,016-\$23,014	\$21,117-\$24,280
SI - 4	\$28,463-\$31,159	\$30,028-\$32,873
SI - 8	\$44,896-\$49,193	\$47,365-\$51,899

Hours of Work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for care of a sick family member to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).
Adoption - Maximum 26 weeks (new).
Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.

Meal Allowance: \$4 (\$3.50) after 3 hours' overtime and \$3 (\$2.50) after 4 additional hours.

Severance Pay: 1 week's pay per year of service to a maximum 28 weeks for an employee who has more than 1 year of continuous service and is released for incapacity (new).

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (purchasing and supply group) (1,490 employees): A 19-month renewal agreement effective from May 27, 1981 to December 21, 1982, with wages retroactive to December 22, 1980, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>Dec. 22/81</u>
	General Increases	10%	10%
	<u>Annual Rates</u>		
	PG - 1	\$13,525-\$22,245 (\$12,295-\$20,223)	\$14,878-\$24,470
	PG - 3	\$24,873-\$28,204 (\$22,612-\$25,640)	\$27,360-\$31,024
	PG - 6	\$39,175-\$43,662 (\$35,614-\$39,693)	\$43,093-\$48,028

Hours of Work: 37 1/2 per week (unchanged).

Overtime Pay: Provision applies to Level PG - 6 (new).

Standby Pay: \$6 (\$5) per 8-hour period on a regular work day, \$12 (\$11) on a day of rest or paid holiday.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective December 22, 1981, 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Vacation Pay: Upon request of the employee and concurrence of the employer, an employee may be paid in cash for any earned but unused vacation leave credits in excess of 15 days (new).

Bereavement Leave: Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for care of a sick family member to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).

Adoption - Maximum 26 weeks (new).

Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Employer's Contribution to Pension and Benefit Plans - Will continue for Adoption leave and for 3 months of leave for Personal Needs. To maintain contributor status, employee must pay both employer's and employee share of balance for Personal Needs and for Relocation leave.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).

Penological Factor Allowance: Factor X 100% \$1,200 (\$1,000) per year. Ranges from 10% to 100%, according to type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (welfare programmes group) (1,535 employees): A 19-month renewal agreement effective from May 27, 1981 to December 23, 1982, with wages retroactive to December 24, 1980, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 24/80</u>	<u>Dec. 24/81</u>
	General Increases	10%	10%
	<u>Annual Rates</u>		
	WP - 1	\$15,210-\$19,588 (\$13,827-\$17,807)	\$16,731-\$21,547
	WP - 3	\$22,629-\$25,453 (\$20,572-\$23,139)	\$24,892-\$27,998
	WP - 6	\$36,409-\$41,377 (\$33,099-\$37,615)	\$40,050-\$45,515

Hours of Work:	37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 hours per week (new).
Shift Premium:	0-30¢-40¢ (0-25¢-33¢).
Weekend Premium:	35¢ (30¢) per hour for regularly scheduled hours on Saturday or Sunday.
Sleeping in Premium:	\$5 (\$4) per night - applicable to Child Care Workers. Effective December 24, 1981, \$6.
Overtime Pay:	Provision applies to Level WP - 6 (new).
Standby Pay:	\$6 (\$5) up to 8 hours, \$12 (\$10) on holidays and days of rest.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged). Effective December 24, 1981, 5 weeks after 20 years.
Bereavement Leave:	Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.
Maternity Leave:	Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).
Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies, and up to 2 consecutive days for care of a sick family member to a maximum of 5 days per year.
Leave Without Pay:	<u>Paternity</u> - Maximum 26 weeks (new). <u>Adoption</u> - Maximum 26 weeks (new). <u>Care and Nurturing of Pre-School age Children (new)</u> - One or more periods to a total maximum of 5 years. <u>Personal Needs (new)</u> - Maximum one year, to be granted only once. <u>Relocation of Spouse (new)</u> - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.
Meal Allowance:	\$4 (\$3.50) after 3 hours' overtime and \$3 (\$2.50) after 4 additional hours.

LOCAL ADMINISTRATION

Durham Regional Municipality (Works Department) - Local 1785, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 261 employees, settled at the post mediation bargaining stage after a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 1/81	July 1/81	Jan. 1/82
	General Increases	10%	20¢	10%
	Additional Adjustments	10¢ for Labourer		10¢ for Labourer
	Labourer	\$8.04 (\$7.22)	\$8.24	\$9.16
	Mechanic 2 (Licensed)	\$9.91 (\$9.01)	\$10.11	\$11.12
Cost of Living Allowance:	1% per 1% rise in the Consumer Price Index - 1971=100, for the period October 1982 over October 1981. Triggers at 10% (7%). Payable the last pay period of the contract.			
Shift Premium:	0-43¢-43¢ (0-35¢-35¢). Effective January 1, 1982, 0-48¢-48¢.			
Standby Pay:	\$7.25 (\$6.75) per day. Effective January 1, 1982, \$7.75.			
Paid Vacation:	6 weeks (new) after 30 years' service. Effective January 1, 1982, 6 weeks after 28 years.			
Health and Welfare:	<u>Major Medical</u> - Maximum claim for eyeglasses is \$70 (\$60) every 2 years.			
	<u>Dental Plan</u> - Employer pays 85% (75%) of premium costs. Effective January 1, 1982, 90%.			
Safety Boot Allowance:	\$50 (\$40) per year.			
Tool Allowance:	\$150 (\$130) per year for auto mechanics. Effective January 1, 1982, \$160.			

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): Two 24-month renewal agreements effective from February 1, 1981 to January 31, 1983, covering 726 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Feb. 1/81	Feb. 1/82
	General Increases	11%	10.5%

	<u>Feb. 1/81</u>	<u>Feb. 1/82</u>
<u>Weekly Rates</u>		
Clerk Typist III	\$218.06-\$235.72 (\$196.45-\$212.36)	\$240.96-\$260.47
Draftsman I	\$362.59-\$434.23 (\$326.66-\$391.20)	\$400.66-\$479.82
Systems Analyst	\$578.42-\$688.99 (\$521.10-\$620.71)	\$639.16-\$761.33

Probationary period is 60 working days. Annual increases are granted on merit. Maximum rate for Clerk Typist III may be reached after 2 annual increases, and for Draftsman I and Systems Analyst, after 4 annual increases.

Shift Premium: Effective May 19, 1981, 0-35¢-35¢ (0-33¢-33¢).

Weekend Premium (new): 10¢ per hour. Effective February 1, 1982, 25¢.

Paid Vacation: 5 weeks after 18 (20) years' service. 5 weeks plus 1 day after 22 (26) years' service, 5 weeks plus 2 days after 23 (27) years, 5 weeks plus 3 days after 24 (28) years, 5 weeks plus 4 days after 26 (29) years and 6 weeks after 27 (30) years.

Health and Welfare: Income Protection Plans - The existing Cumulative Sick Leave Allowance Program is to be replaced by employer-paid Short Term and Long Term Disability Plans as soon as possible. The new plans will not be modified for a period of 2 years.

Short Term Disability Plan (new) - Pays from 70% of basic pay for 15 weeks to 100% of basic pay for 26 weeks. Maximum applies to employees with 25 years of service. Commencement of payment varies between the first to the fourth day of absence depending on the number of claims previously made during the calendar year. Any outstanding sick leave credit previously accumulated may be used to cover the waiting period, or to supplement a Workmen's Compensation Board award up to 100% of regular earnings. Employee continues to pay fringe benefit costs for up to 30 months.

Long Term Disability Plan (new) - Pays 66 2/3% of basic pay less any applicable income received from other insurance, disability, or pension plans. Total income not to exceed 80% of basic pay.

Dental Plan - Effective May 19, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective in 1982, the 1982 ODA fee schedule.

Mileage Allowance: Effective May 19, 1981, 28¢ (26¢) per mile.

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 1/81	July 1/81
	Increases	10% for clerical empls.; approx. 14.3% for Fire Fighters	2% for clerical empls.; approx. 1.2% for Fire Fighters
	Classification Adjustments	Some new classifications added	
	Fire Fighter - 3rd Class	\$21,341 (\$18,676)	\$21,600
	Fire Fighter - 1st Class	\$26,676 (\$23,345)	\$27,000
	Assistant Deputy Chief	\$37,346 (\$32,683)	\$37,800
Overtime Pay:	Time and one-half (straight time) for each hour worked after 30 minutes beyond the regular hour. Members who are off duty and are required to attend Court, Inquests or Hearings on business, receive their regular hourly rate or time off in lieu.		
Callback Pay:	Time and one-half (straight-time).		
Acting Pay:	Employee acting in a higher rank on a statutory holiday receives holiday pay as well as the higher rate (new).		
Health and Welfare:	<u>Long Term Disability</u> - Effective July 1, 1981, maximum \$2,500 (\$2,000) per month.		
	<u>Dental Plan (new)</u> - Effective May 22, 1981, employer pays 100% of premium costs for a basic preventative plan, and 50% of the cost of providing an Ortho Rider, upon 100% employee participation. Maximum \$1,000 per lifetime and \$500 per year.		
Pension Plan:	Effective January 1, 1982, OMERS Optional Service Pension for War Service is available to eligible members of the Association (new).		
Fire College Allowance:	\$30 (\$25) per week from the City in addition to the \$25 one time payment from the Province.		
Mileage Allowance:	28¢ (25¢) per mile plus \$10 per month (unchanged).		

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC)
(inside and outside employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	Jan. 1/81
	General Increase	12%
	<u>Salaried</u>	
	Fire Hall	\$11,655-\$13,687
	Dispatcher	(\$10,406-\$12,221)
	Public Works	\$18,007-\$20,983
	Clerk	(\$16,078-\$18,735)
	<u>Hourly Paid</u>	
	General	\$8.09
	Labourer	(\$7.22)
	Licensed	\$10.05
	Mechanic	(\$8.97)
	Probationary period is 3 months. Maximum rates for Salaried employees are reached after 4 annual increases.	
Cost of Living Provision:	Inoperative, as previously.	
Shift Premium:	22¢ per hour for Transit Driver on split-shift (new).	
Paid Vacation:	6 weeks (new) after 30 years' service.	
Health and Welfare:	<u>Dental Plan</u> - Effective July 1, 1981, employer pays 75% (50%) of cost of premiums. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.	
Safety Shoe Allowance:	Employer pays a maximum of \$50 (\$45) per year.	

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from November 1, 1980 to October 31, 1982, covering 225 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Nov. 1/80	May 1/81
	General Increases	10%	2%
	<u>Bi-weekly Rates</u>		
	Salary Level 1	\$461.41-\$511.35	\$470.64-\$521.58
	36 1/4-hour week	(\$419.46-\$464.86)	
	(includes Clerk "A")		
	Salary Level 14	\$961.93-\$1,131.69	\$981.17-\$1,154.32
	40-hour week	(\$874.48-\$1,028.81)	
	(includes Chief Surveyor)		

Effective	<u>Nov. 1/81</u>
General Increases	10%
Salary Level 1 36 1/4-hour week (includes Clerk "A")	\$517.70-\$573.74
Salary Level 14 40-hour week (includes Chief Surveyor)	\$1,079.29-\$1,269.75

Previous rates reflect a 3.7% COLA fold-in, October 19, 1980.

Probationary period is 6 months. Maximum rates for Clerk "A" are reached after two 3-month increases and for Chief Surveyor after two 6-month and one 12-month increases.

Cost of Living Allowance: .1% for each .1% rise in the Consumer Price Index - 1971=100, in between the September, 1981 (1979) and 1982 (1980) indexes. Triggers at 10% (7%). Amount generated will be folded into wages effective the start of the pay period following the release of the September 1982 CPI.

Shift Premium: 0-40¢-40¢ (0-35¢-35¢). Effective November 1, 1981, 0-45¢-45¢.

Paid Vacation: Effective November 1, 1981, 3 weeks and 3 days after 9 (10) years' service. Effective November 1, 1982, 4 weeks after 11 (12) years.

Bereavement Leave: Up to 5 (1) days' paid leave for death of spouse.

Health and Welfare: Life Insurance and A. D. & D. - Effective July 1, 1981, maximum coverage increases to \$60,000 (\$50,000).

Vision Care - Effective July 1, 1981, maximum claim for eye-glasses increases to \$70 (\$60) every two years.

Dental Plan - Effective July 1, 1981, employer pays 85% (75%) of premium costs. Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective November 1, 1981, employer pays 90% of premium costs. Payments are based on the 1981 ODA fee schedule.

Ottawa City and Ottawa-Carleton Regional Municipality - Civic Institute of Professional Personnel (Ind.): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	10%	1%

	<u>Jan. 1/81</u>	<u>July 1/81</u>
<u>Annual Rates</u>		
Jr. Archivist	\$18,341.27-\$21,448.85 (\$16,673.88-\$19,498.95)	\$18,524.68-\$21,663.33
Sr. Solicitor	\$42,333.52-\$46,588.69 (\$38,485.02-\$42,353.35)	\$42,756.86-\$47,054.57

Effective	<u>Jan. 1/82</u>
General Increases	11%

<u>Annual Rates</u>	
Jr. Archivist	\$20,562.40-\$24,046.30
Sr. Solicitor	\$47,460.11-\$52,230.57

Probationary period is 6 months. Maximum rates are reached on merit.

Paid Holidays: Remembrance Day falling on a Saturday is observed on the preceding Friday (new) for a total of 11 days in each year.

Paid Vacation: 6 weeks (new) after 29 years' service. Effective in 1982, 6 weeks after 28 years.

Parental Leave: Benefits are continued and seniority is maintained (new) during the 6 month unpaid leave.

Health and Welfare: Major Medical - Maximum claim for eyeglasses is \$75 per family member every 2 years (new).

Dental Plan - Effective July 1, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective July 1, 1982, the 1982 ODA fee schedule.

Mileage Allowance: 19¢ (16.5¢) per kilometre.

Job Sharing: To be discussed.

Ottawa City Corp. - Local 162, Fire Fighters (AFL-CIO/CLC) (515 employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	11.37%	.37%

	<u>Jan.1/81</u>	<u>July 1/81</u>
<u>Annual Rates</u>		
Firefighter Third Class	\$21,175.29 (\$19,013.46)	\$21,253.64
Firefighter First Class	\$26,901.06 (\$24,154.67)	\$27,000.59
Platoon Chief	\$36,844.80 (\$33,083.24)	\$36,981.13
Hours of Work:	42 per week on a 4-week cycle (unchanged).	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	6 weeks after 24 (25) years' service. Also 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years and 5 weeks after 18 years (unchanged).	

CONSTRUCTION

Metropolitan Toronto Apartment Builders Association (Apartment Builders) - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 400 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>
	General Increases	\$1.10	\$1.25
	Apartment Builder	\$10.10 (\$9.00)	\$11.35
Working Foreman Premium:	75¢ (50¢) per hour.		
Welfare Fund:	Employer contributes 69¢ (64¢) per hour worked. Effective October 1, 1981, 70¢. Effective May 1, 1982, 75¢.		
Pension Fund:	Effective May 1, 1982, employer contributes 30¢ (20¢) per hour worked.		
Travel Allowance:	Employees travelling from Zone 1 to a job site in another Zone receive a per diem payment of a sum equal to 20 (15) minutes at regular time for each additional Zone, to a maximum of one hour and twenty minutes (1 hour).		

Metropolitan Toronto Apartment Builders Association (House Builders) - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 200 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 1/81</u>	<u>Oct. 1/81</u>
	General Increases	\$1.10	15¢
	House Builder	\$9.75 (\$8.65)	\$9.90
	Effective	<u>May 1/82</u>	<u>Oct. 1/82</u>
	General Increases	\$1.35	10¢
	House Builder	\$11.25	\$11.35

Working Foreman Premium, Welfare Fund and Pension Fund are the same as reported for the Apartment Builders Agreement. Maximum Travel Allowance is 60 (45) minutes.

Metropolitan Toronto Residential Low-Rise Forming Contractors Association - Local 183, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 9, 1981 to April 30, 1983, covering 600 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 9/81</u>	<u>Oct. 1/81</u>
	General Increases	\$1.00	50¢
	Labourer	\$10.85 (\$9.85)	\$11.35
	Effective	<u>May 1/82</u>	<u>July 1/82</u>
	General Increases	\$1.00	50¢
	Labourer	\$12.35	\$13.35

Reporting Pay (new): 1 hour's pay.

Welfare Fund: Effective October 1, 1981, employer contributes 68¢ (63¢) per hour. Effective May 1, 1982, 75¢.

Pension Fund: Effective November 1, 1981 employer contributes 20¢ (10¢) per hour worked. Effective November 1, 1982, 30¢.

Board Allowance: \$25 (\$20) per day to a maximum of \$125 (\$100) for a five-day week and \$150 (new) for a six-day week.

Mileage Allowance: 18¢ (11¢) per road kilometer.

Toronto and District Carpentry Contractors Association - Local 1190, Carpenters (AFL-CIO/CLC) (residential construction): A 24-month renewal agreement effective from May 4, 1981 to April 30, 1983, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 4/81</u>	<u>May 1/82</u>
	Increases	\$1.34	\$1.47
	Journeyman Carpenter, OLRB Area 18	\$10.00 (\$10.80)*	\$11.47
	Journeyman Carpenter, OLRB Area 8	\$11.82 (\$10.80)*	\$13.29

*Previously, only 1 rate.

Health and Welfare:	Employer contributes 72¢ (67¢) per hour earned.
Pension Plan:	Employer contributes \$1.00 (85¢) per hour earned.
Administration Fund:	Employer contributes 25¢ (20¢) per hour earned toward the cost of negotiating and administering the agreement.
Apprentice Fund:	Employer contributes 4¢ (2¢) per hour earned.

ADDENDUM

April 1981 Settlements

MACHINERY

White Farm Equipment Canada Ltd.* at Brantford - Local 458, Auto Workers (CLC) (600 hourly rated employees): Revisions to the agreement originally scheduled to terminate April 30, 1983 and reported on page 288 of the May 1980 CBSR. The revised agreement scheduled to expire March 31, 1984 was the result of an unscheduled reopener following sale of the company, and was settled at the bargaining stage in April, 1981. Duration of negotiations - 1 month.

*Previously a Division of White Motor Corp. of Canada, Ltd. Now owned by Linamar Machine Ltd. of Guelph and Tic Industries Inc. of Dallas, Texas.

Wages:	Effective	<u>May 1/82</u>	<u>Apr. 30/83</u>
		(Last increase under original agreement)	(New increase under revised agreement)
	General Increases	3%	3%
	<u>Day Workers</u>		
	Labourer	\$9.63	\$9.92
	Assembler	\$10.03	\$10.33
	Tool & Die Maker	\$11.66	\$12.01

Cost of Living Allowance: 1¢ per 0.26 change in the average Consumer Price Index - 1971=100, calculated quarterly. Paid in a lump sum each quarter. Beginning with the adjustment scheduled to be made June 1982, 1¢ per .225 change. (Unchanged.)

Overtime Work: All employees required to work a minimum of 5 Saturdays during each year (new).

Paid Holidays: General - 2nd Monday in February added in the original agreement and scheduled for February 8, 1982 and February 14, 1983 are cancelled. Eligible employees will be paid for these days in the first pay period in December 1982 and December 1983 respectively. Payments will be based on the employee's wage rate current at the time of adjustment. Fourteen holidays remain for the period May 16, 1983 to April 20, 1984 inclusive.

Random Days (Paid Bonus Days) - Cancel all 7 days previously scheduled for 1981 and for 1982. Payment for these days will be made July 1983 for the 1981 holidays and December 1983 for the 1982 holidays. Payment will be made at wage rates current at the time of adjustment. Possible deferment of Bonus Days for 1983 is subject to negotiations.

Vacation Shutdown Period: Defer indefinitely.

Vacation and Christmas Bonus: Total 1981 bonus - \$100. Defer payment to July 1983. Total 1982 bonus - \$100. Defer payment to December 1983. Eligibility for deferment lost if employee has severed employment during the interim.

Supplementary Unemployment Benefit Plan: Defer obligation by employer to fund plan for three years. Effective April 30, 1983, employer will contribute 57¢ per hour worked. (Previous contribution rates ranged from 0-18¢ in the first year, 0-19¢ in the second and 0-21¢ in the third year depending on the funding level.)

TRANSPORATION

Canadian Pacific Air Lines Ltd., system-wide - Canadian Air Line Pilots Association (Ind.) (680 employees): A 24-month renewal agreement effective from December 1, 1980 to November 30, 1982, settled at the conciliation officer stage and ratified in April, 1981. Duration of negotiations - 10 months.

Wages:	Effective	<u>Dec. 1/80</u>	<u>Dec. 1/81</u>	<u>Sept. 1/82</u>
	General Increases	12%	9%	2 1/2%
	<u>Monthly Rates</u>			
	Pilot-Airline	\$1,495.80	\$1,629.64	\$1,670.38
	Transport Base	(\$1,334.89)		
	Rate (first year)			

Paid Holidays: 9 general holidays, the equivalent of 12 substituted holidays (unchanged).

Further details unavailable at time of publication.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Canadian Union of Public Employees (CLC) (office and professional unit) (1,250 English Services Division employees): A 24-month renewal agreement effective from June 30, 1980 to June 27, 1982, settled at the post conciliation bargaining stage and ratified in April, 1981. Duration of negotiations - 13 months.

Wages:	Effective	<u>June 30/80</u>	<u>June 29/81</u>
	General Increases	10%	10.5%
	<u>Annual Rates</u>		
	Clerk (Group 2)	\$10,430-\$11,200 (\$9,482-\$10,182)	\$11,525-\$12,376
	Research Assistant Information (Group 7)	\$18,269-\$22,763 (\$16,608-\$20,694)	\$20,187-\$25,153
	Announcer (Group 9)	\$24,376-\$30,830 (\$22,160-\$28,028)	\$26,935-\$34,067

Hours of Work: 36 1/4 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks after 8 (10) years' service and 5 weeks after 20 (22) years. Also 3 weeks after 1 year.

Adoption Leave: 2 weeks of paid leave and additional leave without pay for a maximum of 50 weeks (new).

Maternity Leave: An employee eligible for Unemployment Insurance Benefits will receive a supplementary unemployment benefit equivalent to 93% of basic weekly salary for the first 2 weeks and a supplementary unemployment benefit equal to the difference between UIC benefits and 75% of weekly salary for a period of up to 15 additional weeks, and 35 weeks' leave without pay. An employee not eligible for UIC benefits will receive 2 weeks' paid leave and additional leave without pay for a maximum of 50 weeks (new).

Travel Allowance: Use of Automobiles - Sales Representatives - \$33 (\$27.50) per week. Effective June 29, 1981, \$37. Other employees in Ontario, Quebec, New Brunswick, Nova Scotia, P.E.I. and British Columbia - 26¢/mile or 16¢/km; Manitoba, Saskatchewan and Alberta - 24.5¢/mile or 15¢/km; Newfoundland, Yukon and N.W.T. - 28¢/mile or 18¢/km. (Previously all provinces were 20¢/mile or 12.5¢/km.)

Canadian Broadcasting Corporation, system-wide - Canadian Union of Public Employees (CLC) (production unit) (1,220 English Services Division employees): A 24-month renewal agreement effective from June 30, 1980 to June 27, 1982, settled at the post conciliation bargaining stage and ratified in April, 1981. Duration of negotiations - 13 months.

Wages:	Effective	<u>June 30/80</u>	<u>June 29/81</u>
	General Increases	10%	10.5%
	<u>Annual Rates</u>		
	Shop Helper (Group 1)	\$13,137-\$14,205 (\$11,943-\$12,914)	\$14,516-\$15,697
	Stat Camera Operator Group 3 (previously Group 4)	\$15,359-\$16,608 (\$13,963-\$15,098)	\$16,972-\$18,352
	Film Editor-in-charge Group 9 (previously Group 7)	\$24,545-\$26,540 (\$22,314-\$24,127)	\$27,122-\$29,327

*Revised salary structure from a 7 group salary scale to new 9 group including slotting, lump sum payment and other salary expenses related to the new conversion.

Hours of Work:	40 per week (unchanged).
Paid Holidays:	4 weeks after 8 (10) years' service and 5 weeks after 20 (22) years. Also 3 weeks after 1 year (unchanged).
Adoption Leave:	2 weeks of paid leave and additional leave without pay for a maximum of 50 weeks (new).
Maternity Leave:	An employee eligible for Unemployment Insurance Benefit will receive a supplementary unemployment benefit equivalent to 93% of basic weekly salary for the first 2 weeks and supplementary unemployment benefit equal to the difference between UIC benefits and 75% of weekly salary for a period of up to 15 additional weeks, and 35 weeks' leave without pay. An employee not eligible for UIC benefits will receive 2 weeks' paid leave and additional leave without pay for a maximum of 50 weeks (new).
Car Allowance:	\$38.50 (\$32.50) per week for film cameramen authorized to use personal vehicles. Effective June 29 1981, \$43.00.

Negotiations in Progress during May 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
AP Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	200	PC
Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	635	B
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	520	B
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	6,900	B
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	830	B
American Hoist of Canada Ltd., Brampton	Auto Workers (CLC)	230	CO
Brinks Canada Ltd., Toronto	Teamsters (Ind.)	200	CO
Canada Packers Ltd. (Beardmore Div.), Halton Hills (Acton)	Food and Commercial Workers (AFL-CIO/CLC)	360	B
Canadian Cannery Ltd., Simcoe	Food and Commercial Workers (AFL-CIO/CLC)	200	MED
Canadian Fram Ltd., Chatham	Auto Workers (CLC)	1,000	B
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	CO
Canadian Lake Carriers Assn., province-wide**	Merchant Service Guild (CLC) (deck officers)	280	B
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	298	B
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	890	B

**Federal jurisdiction

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Arlton Cards, Toronto	Independent Greeting Cards Workers' Union of Canada (Ind.)	750	B
Central Park Lodges of Canada (Retirement Homes), Intercity	Service Employees (AFL-CIO/CLC)	900	B
Champion Road Machinery Ltd., Goderich	Machinists (AFL-CIO/CLC)	600	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	ARB
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	620	B
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	B
Coca Cola Ltd., Hamilton, Kitchener, London, Ottawa, Sudbury, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,145	B
Connaught Laboratories Ltd., Toronto	Employees' Assn. (Ind.)	525	B
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.)	300	CO
Consumer's Glass Co., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	700	CO
Cooper Energy Services Ltd., Stratford	Machinists (AFL-CIO/CLC)	249	PCB
Council of Printing Industries of Canada, Toronto	Typographical Union (AFL-CIO/CLC)	570	MED
de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	3,800	CO
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	580	MED/WS
Domtar Inc., (Domtar Chemical Group. Sifto (R) Salt Div.), Goderich	Energy and Chemical Workers (CLC) (production and mainte- nance empls., shipping and warehousemen)	214	MED/WS
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Regional Municipality (Homes for the Aged)	CUPE (CLC)	450	CO
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	CO
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical full-time empls.)	1,740	CO
Ferranti-Packard Ltd., (St. Catharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	248	B
Fisher Controls Co. of Canada Ltd., Woodstock	Auto Workers (CLC)	250	CO
Four Seasons Hotel, Toronto	Laundry Workers (CLC) (service and maintenance empls.)	250	CO
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	530	B
Frontenac County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
GSW Ltd. and subsidiaries, Fergus and other locations	Steelworkers (AFL-CIO/CLC) (office and plant empls.)	575	B
GTR Industrial Products Co. (Canada), a div. of the General Tire and Rubber Co. Canada Ltd., Welland	Rubber Workers (AFL-CIO/CLC)	350	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Alton Regional Municipality	Cdn. Operating Engineers (CCU)	250	B
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	B
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	412	ARB
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Harbour Castle Hilton, Toronto	Laundry Workers (CLC)	800	CO
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	505	B
ITT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	370	B
ITT Industries of Canada Ltd. (Communications, Controls and Instruments Div.), Guelph	Steelworkers (AFL-CIO/CLC)	205	MED/WS
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500	B
Kitchener City Corp.	Fire Fighters (AFL-CIO/CLC)	214	B
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	610	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	560	B
L.D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	240	B

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stag.
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	W
Libbey St. Clair Inc., Wallaceburg	Glass and Ceramic Workers (AFL-CIO/CLC)	650	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	400	B
MacMillan Bloedel, Pembroke	Woodworkers (AFL-CIO/CLC)	200	B
Maritime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Commission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	810	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Units A, B and C)	1,020	CO
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	CO
Montfort Hospital, Ottawa	Int'l. Operating Engineers (AFL-CIO/CLC)	200	CO
National Grocers Co. Ltd., Intercity	Teamsters (Ind.) (drivers, maintenance men and warehousemen)	382	CO
National Research Council of Canada, Ottawa**	Research Council Employees (Ind.)	285	B
Niagara Regional Municipality (Welland County Home for the Aged)	CUPE (CLC)	445	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B

**Federal jurisdiction

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	830	B
Oranda Mines Ltd. (Geco Div.), Manitouwadge	Metal Trades Union (CNTU)	525	B
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,145	B
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	ARB
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Ontario Concrete and Drain Contractors Assn.	Labourers (AFL-CIO/CLC)	300	CO
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300	B
Ontario Government	OPSEU (NUPGE) (CLC) (administrative services category)	4,895	ARB
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	CO
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance, services and plant operations empls.)	800	MED
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000	B
Ottawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	14,000	ARB

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	C
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Peel Board of Education	Caretakers' Assn.	390	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Pilkington Glass Industries Ltd. (Glass Manufacturing Div.), Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	380	CO
Pipe Line Contractors Assn. of Canada	Int'l. Operating Engineers (AFL-CIO/CLC)	375	B
Pipe Line Contractors Assn. of Canada	Labourers (AFL-CIO/CLC)	400	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	465	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	B
Queen's University, Kingston	CLC Directly Chartered	350	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	301	B
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	320	ME
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	276	B
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
Ryerson Polytechnical Institute Board of Governors, Toronto	Faculty Assn. (Ind.) (instructors)	550	AR

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	B
Stamford Borough Board of Education and others	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,510	B
Stamford Borough Corp.	CUPE (CLC) (office, clerical and technical empls.)	424	B
Stamford Borough Corp.	CUPE (CLC) (outside empls.)	600	B
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	314	WS
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Standard-Modern Technologies, Toronto	Steelworkers (AFL-CIO/CLC) (production and shipping empls.)	230	CO
Steel Co. of Canada Ltd., Hilton Works, Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	B
Steel Co. of Canada Ltd., Lake Erie Div., Nanticoke	Steelworkers (AFL-CIO/CLC)	600	B
Steel Co. of Canada Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	400	B
Stromont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Stromont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B
Sturdee Board of Education	CUPE (CLC)	391	B
Sturdee Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	595	B

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	885	ME
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
Sunbeam Corp. (Canada) Ltd., Toronto	Electrical Workers (UE) (CLC)	350	CO
Sunnybrook and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,100	AR
TAS Communications Services, Toronto	Communications Workers (CLC)	225	B
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	265	B
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	250	CO
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,725	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	AR
Toronto Metropolitan Catholic Children's Aid Society	CUPE (CLC)	202	CO
Toronto Metropolitan Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,850	B
Toronto Public Library Board	CUPE (CLC) (full-time and part-time clerical empls. and librarians)	770	B
Toronto Sportswear Group	United Garment Workers (AFL-CIO/CLC)	250	CO
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,100	B
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	AR

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
University of Guelph	Staff Assn. (Ind.) (office, clerical laboratory and technical empls.)	770	B
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	PCB
University of Ottawa	University Professors (Ind.)	850	B
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710	B
University of Toronto (Libraries)	CUPE (CLC)	439	B
University of Toronto Govern- ing Council	Cdn. Educational Workers	1,800	B
University of Waterloo	CUPE (CLC) (plant operations and food services empls.)	400	B
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians etc.)	525	B(R)
Victoria Hospital and others, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	ARB
Voyageur Colonial Ltd., Ottawa, Toronto and other centres**	Railway, Transport and General Workers (CLC)	436	WS
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,700	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B

*Federal jurisdiction

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	725	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	545	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	540	B
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	750	B
Windsor City Corp.	CUPE (CLC) (inside and outside empls.)	970	CO
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	ARB
Windsor City Police (Unit A)	Police Assn. (Ind.)	358	ARB
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	810	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	300	CO

More Than One Province

Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	WS
Canadian Broadcasting Corp., Canada-wide**	CUPE (CLC) (office and professional empls., French services div.)	940	PCB

**Federal jurisdiction

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,445	C0
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non- supervisory empls.)	23,000	CB
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,295	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	C0
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (communications group)	845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,275	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,025	C0
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administra- tion group)	2,000	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	C0
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non- supervisory)	2,745	C0
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	875	B
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, steno- graphic and typing group)	14,500	C0
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, super- visory and non-supervisory)	2,690	B

*Federal jurisdiction

Negotiations in Progress during May 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,050	CO
Soo-Security Motorways Ltd., Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	700	CO
Steel Co. of Canada, Hamilton, Brantford, Toronto and Gananoque, Ont. and Montreal, Lachine and Contrecoeur, Que.	Steelworkers (AFL-CIO/CLC) (production empls.)	3,695	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	B
Wardair Canada, system-wide**	Air Line Flight Attendants (CLC)	605	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

**Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in June 1981

Employer and Location	Union	No. of Empls.
American Hoist of Canada Ltd., Brampton	Auto Workers (CLC)	230
Monteau Laurier, Ottawa	Railway, Transport and General Workers (CLC)	300
Consolidated-Bathurst Inc. (Wood Products Div.), Braeside	Woodworkers (AFL-CIO/CLC)	200
Consumer's Glass Co., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	700
Down Cork and Seal Ltd., Concord	Steelworkers (AFL-CIO/CLC)	250
de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (office and clerical empls.)	500
de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production empls.)	3,300
Ham Regional Municipality	CUPE (CLC)	350
R Industrial Products Co. (Canada) a div. of The General Tire and Rubber Co. Canada Ltd., Welland	Rubber Workers (AFL-CIO/CLC)	350
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	360
Government of Canada (Treasury Board)**	Economists' Sociologists' and Statisticians' Assn. (Ind.)	1,890
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (financial administration group)	1,130
Hilton Board of Education	CUPE (CLC)	227
Harbour Castle Hilton, Toronto	Laundry Workers (CLC)	800
AIMCO Div., Mississauga	Steelworkers (AFL-CIO/CLC)	370
D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	240
National Research Council of Canada, province-wide**	Professional Institute (PIPS) (Ind.) (professional and scientific category) (research officers and research council officers)	740
Ontario Educational Communications Authority, province-wide	Cdn. T.V. and Radio Artists (CLC) (performers and educators)	1,000
Federal jurisdiction		

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in June 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario Jockey Club (Woodbine and Greenwood Race Tracks), Toronto	Hotel Employees (AFL-CIO/CLC)	200
Peel Board of Education	Caretakers' Assn. (Ind.)	390
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500
Pilkington Glass Industries Ltd. (Glass Manufacturing Div.), Toronto	Glass and Ceramic Workers (AFL- CIO/CLC)	380
Queen's University, Kingston	CLC Directly Chartered	350
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	232
Sudbury Board of Education	CUPE (CLC)	391
TAS Communications Services, Toronto	Communications Workers (CLC)	225
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL- CIO/CLC)	265
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,100
University of Toronto	Service Employees (AFL-CIO/CLC) (non-teaching, non-clerical empls.)	710
University of Toronto (Libraries)	CUPE (CLC)	439
University of Waterloo	CUPE (CLC) (plant operations and food services empl.s.)	400

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LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
June 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in June 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in July 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

July 29, 1981

PLEASE NOTE:

As a result of the postal strike, the Ontario Ministry of Labour has in some cases been unable to follow its usual practice of obtaining written confirmation of the settlement summaries in this report, prior to publication. Whilst every attempt has been made to ensure the accuracy of the information provided, readers should be aware of the unconfirmed nature of some of this material.

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Highlights

Printing Crafts Settlement. New terms for an industry-wide Commercial Master Agreement between Council of Printing Industries of Canada (CPI) and Local 91 of the International Typographical Union (ITU) were settled with the assistance of a mediator in mid-June. The negotiations affected 540 composing room employees represented by the ITU at 23 printing and typesetting companies in the Toronto area. The key bargaining matters involved wages, contract term and improvements in fringe benefits, with the union proposing a wage increase of 18 per cent in a one year pact. The initial monetary offer of the employers consisted of an 8 1/2 per cent annual increase in wages plus 3 per cent in other improvements.

The one-year renewal agreement, ratified by a more than three to one vote, provided a general wage increase of \$1.52 per hour, or about 13.4 per cent on a journeyman's hourly rate of \$11.39. Other improvements included higher shift differentials, shorter service requirements to qualify for 4 and 5 weeks of paid vacations and changes to the CPI-ITU Welfare Plan, the ITU negotiated Pension Plan and the Supplemental Unemployment Benefit Plan (SUB), with the employers' contributions to the first two programmes increased. The health and welfare benefit improvements comprised new major restorative coverage in the dental plan, an increase in insurance, weekly indemnity and SUB benefits, as well as a first time provision for six weeks' maternity leave benefit. The benefit will be paid from the SUB plan to supplement unemployment insurance payments up to the new maximum weekly indemnity level of \$225. The terms of the ITU master pact are likely to influence the upcoming industry-wide negotiations with bookbinders, lithographers and photoengravers, covered by two contracts opening up at the end of 1981.

In the meantime, a three-year renewal agreement with a comparable general salary increase was concluded in direct bargaining by the Newspaper Guild at Southam's Ottawa Citizen. The agreement, covering 270 editorial and circulation employees, was ratified 7 weeks in advance of the July 20 expiry date of the current contract. It called for three successive annual salary increases of 14, 10 and 11 per cent plus upgrading adjustments for various classifications. A number of fringe benefit improvements were also included.

Hospital Non-Medical Staff Settlements. Two key contract disputes, affecting over 25,000 hospital support employees in Ontario, were resolved through arbitration with the release of binding awards on June 1. The two sets of centralized bargaining involved members of the Canadian Union of Public Employees (CUPE) and the Service Employees International Union (SEIU) employed at 111 hospitals whose negotiations were coordinated by the Ontario Hospital Association (OHA). The CUPE joint talks were conducted on behalf of 16,415 non-medical employees at 65 hospitals covered by previous agreements which expired September 28, 1980. The previous CUPE contracts provided an average wage rate of \$6.64 per hour on a 37 1/2-hour work week. The SEIU group consisted of six locals representing the remaining 9,000 support staff at 46 hospitals. Most of the employees worked a 40-hour week and earned an average of \$6.21 per hour under contracts which were due for renewal on March 31, 1981.

Major bargaining proposals submitted by the CUPE units included an hourly wage increase of \$2 in each year of a two year pact plus a full COLA clause, a joint committee to assess changing workloads and the quality of patient care, and a labour-management assistance program for workers with problems caused by overwork. An initial tentative settlement, reach in conciliation last September, called for a two year agreement with general wage increases of 65 cents per hour in each year, equivalent to compounded increases of 9.8 and 8.9 per cent on the current average rate. In addition, it provided for the replacement of an existing sick leave provision with a long-term disability benefit program and a number of minor adjustments in other benefits. The CUPE members rejected the settlement by a 91 per cent margin. They also resisted the obligatory arbitration procedure, which in the union perception served to perpetuate inferior pay and working conditions in hospitals. In an unsuccessful attempt to bypass the arbitration system, over 10,000 of the CUPE members at most of the hospitals involved in the dispute staged an illegal 8-day strike in late January. Mediation attempts, launched on the eve of the strike, failed to produce an agreement despite an improvement in the OHA wage offer to \$1.45 per hour over the two years and a withdrawal of the controversial change in the sick leave plan. At that time, the union scaled-down its demands to \$1.25 per hour in each of two years. However, in the course of the following compulsory arbitration, both parties reverted to their original positions.

The binding award took into consideration prevailing economic factors which warranted somewhat higher increases than the total average of 19.7 per cent initially offered by the hospitals. Under the new terms, the CUPE members received a wage increase of \$1.65 per hour over 24 months, spaced over four instalments with the first 65 cents retroactive to September 29, 1980. The increases, averaging 12 per cent in the first year and 24.8 per cent overall, resulted in a final hourly average rate of \$8.29 in a contract running through September 1982. The award ruled against the CUPE-proposed COLA clause and rejected the union request for immunity from hospital reprisals related to the illegal strike. It also suggested that complaints over workloads could be dealt with under existing joint labour-management committees.

The SEIU central negotiations failed to bring about a settlement in across the table talks and the case moved to arbitration in mid-April. At this point, the union, breaking with the past practice, revealed its full contract proposals stressing that SEIU-represented hospital workers have fallen badly behind the cost-of-living over the last five years. Based on a number of economic indicators, such as catch-up, productivity and inflation rate, the proposals called for an hourly increase of \$3 per hour plus adjustments for certain classifications and a COLA clause over a one-year term. In addition the union requested a reduced work week of 36 hours without pay loss, increased shift premiums, a total ban on contracting-out bargaining unit work, and improvements in a number of fringe benefits.

The SEIU award was designed to achieve essentially equal wage rates and benefits with those granted the CUPE group. The award provided a total wage increase of \$1.30 per hour paid in four stages over a 14-month period plus 43 cents per hour on July 1, 1981 to compensate for the work week reduction to 37 1/2 hours. The \$1.73 total, when converted to annual terms, represented an increase of 23 per cent in the average hourly rate. It

brought the rate to \$7.94 in the final eight months of the new contracts ending May 31, 1982.

The pattern-setting awards also contained two-stage adjustments for the maintenance group amounting to 30 and 25 cents per hour for the CUPE and SEIU tradesmen; respectively. In addition, the awards established an almost identical benefit structure among the participating hospitals, with a stipulation that superior benefits will be maintained where they do exist. Among the changes awarded and/or agreed to by the parties prior to arbitration were improvements in shift premiums, standby and callback payments, reduced service requirements for paid vacation entitlements, an extension of bereavement leave, new uniform and protective footwear allowances, and increased employer share of premiums paid towards subsidized insurance benefits. In lieu of the latter benefits, part-time employees received higher percentage payments. Furthermore, substantial contract language revisions were inserted in clauses dealing with paid holidays, negotiation committees, education, maternity and adoption leaves, transfers, and layoffs. Any layoffs or downgradings due to contracting out would now require an advance notice to the union of at least 30 days.

At the April arbitration hearings, the board decided to concentrate on central monetary issues and to defer a large number of local issues. Since then, all but a few of the 111 participating hospitals and several others which opted out of the central talks resolved their outstanding issues in individual negotiations. Following the release of the arbitral awards the parties signed their respective agreements. The remaining hospitals, including a group of Hamilton Civic Hospitals, failed to agree on some points such as job posting, seniority and increases for paramedics who are included in the CUPE bargaining unit. Under a memorandum of conditions for centralized bargaining, signed by CUPE and the OHA, the province-wide settlement could not be implemented until all local matters were settled. In the event of a disagreement, the contentious items were to be arbitrated. A hearing to decide on the outstanding issues was scheduled for early September and an award is pending.

In the meantime, four other sets of centralized negotiations affecting unionized health care employees in Ontario were submitted to arbitration in an attempt to reach renewal agreements. The disputes involved the Ontario Nurses Association acting on behalf of over 26,000 nurses across the province who have been working under expired contracts since September 30, 1980; the Ontario Public Service Employees Union representing 2,100 paramedical employees at 38 hospitals whose contracts expired last December 31; and the Service Employees International Union bargaining on behalf of full-time and part-time support staff at 16 Southwestern Ontario hospitals and 38 nursing homes operated by 7 companies in Southcentral Ontario. The previous SEIU agreements covering the hospital workers (4,000 members of Local 220) and the nursing homes' staff (2,000 members of seven locals) were due for renewal at the end of March 1981. In addition, preliminary negotiations are about to begin between the Southcentral Ontario SEIU locals and 11 hospitals on contract renewals for office units. The agreements, covering about 900 clerical workers at five Toronto hospitals that bargained centrally last year, are scheduled to expire September 30, 1981. It has not yet been determined which of the 11 hospitals will participate in the current round of centralized talks.

Municipal Sector Settlements. Nearly all Ontario municipal collective agreements were scheduled to be renewed during 1981, as the majority of them had expired at the end of 1980 or during the first six months of the current year. The major sets of negotiations (affecting bargaining units of 200 or more employees) involved 21 municipal and regional governments, including those in the Toronto and Ottawa areas. The bargaining affected a total of about 22,500 inside and outside civic employees, members of various locals of the Canadian Union of Public Employees (CUPE), under 36 separate contracts. In general, the locals continued to bargain on an individual basis, although the respective inside and outside units coordinated their bargaining positions. Joint negotiations took place in nine of the 21 localities, but the eventual master settlements were still subject to separate ratification votes.

In a bargaining guide for 1981, the union advised its members to seek one-year deals with wage increases of at least 13 per cent in order to protect real earnings from inflation. Other key issues identified by CUPE were cost-of-living, job security and contracting out of municipal jobs. At the same time, the Association of Ontario Municipalities urged its members to prepare multi-year offers, with a total compensation increase of up to 9 per cent for settlements within the 1981 budget cycle.

Up to the end of July, the union had finalized 20 settlements which produced 33 renewal agreements covering all but 770 of the 22,500 employees involved in the above mentioned major negotiations. Ten of the new contracts, affecting almost 12,000 civic workers, were ratified in June, while an additional six, covering municipal employees in Ottawa City and Region (3,600), North York City (1,250) and York Region (280) were approved in the following month. Of the 20 settlements, eleven were reached in direct bargaining, seven in conciliation and one in mediation. The remaining one, involving 261 outside workers in the Durham Region, was concluded in post-mediation bargaining following a work stoppage in mid-May. The workers stayed off the job for six days to back up their request for a wage offer that would keep pace with inflation. [See p.330 of the May 1981 issue of this report for details].

The most significant of the June settlements covered 9,965 members of CUPE Locals 43 (outside units) and 79 (inside units) under five separate agreements with Toronto City, Metropolitan Toronto and the Metro Toronto Licensing Commission. The parties continued the traditional joint structure of bargaining with the settlement applying with minor variations to both municipalities. The union initially sought a wage increase of 20 per cent over one year and promptly rejected a management offer of an 18 per cent increase over a two-year term. At the same time the union indicated that a 12.6 per cent salary increase given Metro police officers for 1981 would be the bottom line for its one-year settlement. Apart from the wage increase, the key bargaining issues included a work hours reduction to 37 1/2 for workers on a 40-hour week, increased meal allowances, extended day-care, a sexual harassment clause and job protection in the event of departmental reorganizations or contracting-out of work done by CUPE members. In addition, the Metro Toronto units renewed their request for the implementation of a long-promised job evaluation program for outside workers, as well as a change in the pension plan to permit early retirement at age 55 after 30 years' service, two items which already existed in the City of Toronto contracts.

The one-year master settlement was reached at the bargaining stage in early June and was ratified by a decisive majority of the workers two weeks later. It provided a general wage increase of 12.5 per cent which brought the hourly labour rate to \$8.71 on January 1, 1981, the day after the previous contracts expired. Expanded fringe benefits, estimated at an additional 0.7 per cent, included higher shift and weekend premiums, improved long-term disability and dental benefits and increased mileage allowances. Negotiated changes in the contract language produced stronger job protection from layoffs due to the introduction of technological change, reorganization of the city and Metro departments and contracting out of municipal work. The settlement also called for further discussions on the early retirement plan for the Metro Toronto units and on the issue of a work week reduction for some of the 6,500 employees now on a 40-hour week. The Metro Council also agreed to finalize by October 1, 1981 the job evaluation plan for its outside employees.

The settlement influenced the concurrent negotiations in the Toronto boroughs and surrounding municipalities. The 2,500 inside and outside employees in Scarborough and North York City were shortly afterwards offered and accepted new terms based on the Toronto and Metro pact. Meanwhile, East York and York borough negotiators were still discussing their specific problems, but most likely also these two settlements will follow the area's wage pattern.

The remaining 24 major municipal agreements, concluded outside the Toronto area before the end of July, were of a two-year duration with the exception of North Bay City and York Region, which settled for a one-year term. The North Bay contract included an annual wage increase of 12 per cent, while in the York Region the same increase was divided into semi-annual installments of 10 and 2 per cent. The longer-term agreements generally provided similar one-time or two-stage wage adjustments for 1981 plus a further 10 to 11 per cent for 1982. Slightly lower raises were granted in the London and Windsor contracts, where past cost-of-living payments were incorporated into the wage rates prior to the 1981 general increases and the COLA clauses were deleted. [The London settlements were reported on pp. 225-227 of the April 1981 issue of this report]. Only two of the new agreements (in Durham Region and Oshawa) continued existing COLA clauses triggered in the final contract year at the 10 per cent wage adjustment level. Aside from the wage increases, most of the agreements included improvements in shift premiums and paid vacations, as well as a number of changes in the existing health care plans resulting in upward revisions of the insured benefits.

Major municipal contracts coming up for renewal before the year end comprise 14 longer-term agreements settled in six centres during two preceding bargaining rounds. They cover almost 3,000 inside and outside employees in Brampton, Etobicoke, Sault Ste. Marie, Sudbury City and Regional Municipality and Thunder Bay. In addition, the 13,300 civic workers in the Toronto area, North Bay and York Region who recently ratified one-year pacts, will soon go to the bargaining table to discuss changes for agreements commencing January 1, 1982.

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FOOD AND BEVERAGE

Kellogg Salada Canada Inc. at Rexdale - Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1981 to March 26, 1983, with wages retroactive to March 26, 1981, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Mar. 26/81	Mar. 28/82
	Increases	81¢ for Categories 1-4; and 12% for Categories 5-10	81¢ for Categories 1-4; and 12% for Categories 5-10
	Skilled Trades Adjustments	50¢	50¢
	Additional Adjustments	10¢ for Maintenance Stores	
		Some classification adjustments	
	Category 2 (Packing Operator)	\$7.07 (\$6.26)	\$7.88
	Category 10 (includes Electrician)	\$10.65 (\$9.06)	\$12.43
	Probationary period is 10 weeks worked within 6 months. (Previously, 6 consecutive weeks worked.)		
Shift Premium:	Effective June 28, 1981, 0-28¢-33¢ (0-25¢-25¢). Effective March 28, 1982, 0-31¢-36¢.		
Paid Holidays:	1 floater is added for a total of 12 days.		
Court Witness Leave:	Employee receives the difference between fees received and regular salary for the length of time he is required as a witness. (Previously, 1 day's pay only.)		
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1981, \$4,000 (\$2,000) per year of service to a maximum of \$11,000 (\$10,000) coverage. Effective March 28, 1982, up to a maximum of \$12,000 coverage.		
	<u>Dental Plan</u> - Effective July 1, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective March 28, 1982, the 1981 ODA fee schedule.		
Meal Allowance:	Effective June 21, 1981, \$3 (\$2) after 2 hours overtime.		
Safety Shoe Allowance:	Effective June 21, 1981, employer pays a maximum of \$40 (\$30) per year for the first pair, and \$20 (\$15) per year for the second pair.		

Severance Pay: 1 week's notice or pay in lieu of notice for each year of service to a maximum of 6 months for full-time employees terminated because of plant closing. (Previously, 1 week after 1 year, 2 weeks after 2 years, 4 weeks after 5 years and 8 weeks after 10 years.)

LEATHER

Sunbeam Shoes Limited at Port Colborne - Local 520L, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1981 to May 5, 1983, with wages retroactive to April 30, 1981, covering 212 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr.30/81</u>	<u>May 6/82</u>
General Increases		9.5% on maximum rates only; 5% for Group C Fitting Room Production Standards	9% on maximum rates only
Additional Adjustments		10¢ for Group 5	10¢ for Group 5
Classification Adjustments		Some reclassifications	
Group 1 (includes Folder)		\$3.30-\$4.82 (\$3.20-\$4.40)	\$3.30-\$5.25
Group 7 (includes Electrician)		\$4.35-\$8.54 (\$4.35-\$7.80)	\$4.35-\$9.31

Probationary period is 65 working days. Maximum rates are reached after 1 year.

Shift Premium: 0-30¢-40¢ (0-20¢-25¢).

Overtime Pay: Double time after 5 overtime hours on a regular work day, and after 5 straight time hours on a Saturday. (Previously, time and one-half.)

Paid Vacation: 4 weeks at 8% after 15 (16) years' service, 4 1/2 weeks at 9% after 20 (22) years and 7 weeks (new) at 14% after 35 years. Effective in 1982, 5 (4 1/2) weeks at 10% (9%) after 20 years and 5 1/2 (5) weeks at 11% (10%) after 25 years' service.

Health and Welfare: Employer pays premium costs during 3 (1) months of absence for employees covered by the Sick Benefit Insurance.

Life Insurance and A.D. & D. - \$8,000 (\$7,000) coverage for employees with less than 5 years' service, \$9,000 (\$8,000) after

five years' service, and \$10,000 (\$9,000) after 10 years.
Effective in 1982, \$10,000 coverage for all employees.

Weekly Indemnity - Maximum benefit is \$189, payable on a 1-1-4-20 (1-1-5-15) basis. (Previously, up to the UIC maximum).
Effective in 1982, benefits are payable on a 1-1-4-25 basis.

Major Medical - Employees with 3 months' (1 year's) service are eligible to participate. Drug Plan has \$1.00 deductible per prescription.

Dental Plan (new) - Employer pays 50% of premium costs for a plan equivalent to Blue Cross Dental Plan #7. Deductibles are \$25 single/\$50 family. Coverage is 80% of the 1980 Ontario Dental Association fee schedule. Effective in 1982, removal of deductibles to be assessed.

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Ltd. at Toronto - Independent Greeting Card Workers Union of Canada
(800 plant production employees): A 12-month wage reopener agreement effective from July 1, 1981 to June 30, 1982, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/81</u>
	General Increase	12%
	General Factory Help	\$4.69-\$4.97 (\$4.19-\$4.44)
	Head Machinist	\$10.04-\$11.58 (\$8.96-\$10.34)
	Head Pressman	\$11.97-\$14.67 (\$10.69-\$13.10)

Pension Plan: Changes are currently under discussion.

Council of Printing Industries of Canada at Toronto - Local 91, Typographical Union
(AFL-CIO/CLC) (525 employees): A 12-month renewal agreement effective from May 1, 1981 to April 30, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/81</u>
	Increase*	\$1.52
	Journeyman	\$12.91
	Compositor	(\$11.39)

*Increase applies to Journeyman rate. Day rates for apprentices range from 50% to 90% of Journeyman rate.

Hours of Work:	35 per week (unchanged).
Night Shift Premium:	0-85¢-90¢ (all night shifts - 80¢ per hour).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	4 weeks after 10 (11) years' service and 5 weeks after 23 (24) years. Also 3 weeks after 1 year (unchanged).
Bereavement Leave:	2 (1) days in the event of death of a brother, sister, mother-in-law or father-in-law.
Health and Welfare:	Employer Contribution to Welfare Plan Fund - \$8.73 (\$7.24) per week per employee. Effective July 1, 1981, plan includes \$20,000 (\$15,000) coverage of Life Insurance and A.D. & D.; \$225 (\$200) Weekly Indemnity benefit and \$25,000 per person maximum major medical benefit, 3 year rollover. OHIP - Effective October 1, 1981, employer contributes \$23 (\$20) per month for employees with dependants and \$11.50 (\$10) for employees without dependants. Dental Plan - Effective July 1, 1981, employer contributes \$5.54 (\$4.16) per week. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Major restorative coverage is added on a 50%/50% co-insurance basis.
Pension Plan:	Employer Contribution - \$3.25 (\$2.75) per shift per employee.
Supplemental Unemployment Benefit Plan:	Maximum Benefit - \$100 (\$85) per week. 6 weeks maternity leave benefits are paid from the SUB plan to supplement UIC to maximum of weekly indemnity rate.

The Citizen (a division of Southam Press Limited) at Ottawa - Local 205, Newspaper Guild (AFL-CIO/CLC): A 2-month amended agreement effective from June 2, 1981 to July 20, 1981, followed by a 36-month renewal agreement effective from July 21, 1981 to July 20, 1984, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	June 3/81	July 21/82	July 21/83
Upgrading Adjustments		\$7.50 per week for E-11, E-12, C-8, M-1, full-time, S-1 and B-13; 20¢ per hour for C-11, 12, 13, 14, and M-1 part-time		
General Increases		14%	10%	11%

	<u>June 3/81</u>	<u>July 21/82</u>	<u>July 21/83</u>
<u>Weekly Rates</u>			
Office Person	\$252.28 (\$213.80)	\$277.51	\$308.03
Reporter 5 years	\$491.74 (\$431.35)	\$540.91	\$600.42
Assistant City Editor	\$524.78 (\$460.33)	\$577.26	\$640.76

Previous rates reflect a 2% wage adjustment made in 1979.

The following benefits are effective June 2, 1981 unless otherwise stated:

- Shift Premium: \$10 (\$5) a shift for employees performing duties not within the coverage of the contract.
- \$6 per shift when the night shift begins or ends between 6 p.m. and 6 a.m. (Previously, \$3 when the shift begins or ends between 6 p.m. and midnight and \$4 when the shift begins or ends between midnight and 6 a.m.) Effective July 21, 1982, \$7. Effective July 2, 1983, \$8.
- Weekend Premium: A senior reporter on the duty weekend team receives the difference between his rate and the Assistant City Editor's rate.
- Overtime Pay: Time and one-half for the first 4 hours and double time thereafter. (Previously, time and one-half for all hours.)
- Call-In Pay: Time and one-half for the first 4 hours and double time thereafter for a minimum of 7 or 7 1/2 hours, as applicable. (Previously, time and one-half for a minimum of 7 1/2 hours.)
- Call-Back Pay: \$10 (\$5).
- Paid Vacation: 5 weeks after 18 (19) years' service and 6 weeks (new) after 30 years.
- Health and Welfare: OHIP - Employer pays 50% of premium costs for part-time employees with 1 year's service who worked an average of 10 hours per week over the year preceding ratification (new).
- Mileage Allowance: 14.3¢ per kilometre to 20.5¢ per kilometre or 23¢ per mile to 33¢ per mile (20¢ per mile to 26¢ per mile) depending on cents per litre.
- Employees in the Circulation Department authorized to use their cars receive the current litre rate per kilometre or the current litre rate times 260 kilometres per week worked, whichever is greater. (Previously, 21¢ a mile or \$34 a week worked, whichever was greater.) When such employee is sick, \$40 (\$24) per week.

METAL FABRICATING

American Can Canada Inc. at Malton - Local 487, Sheet Metal Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 15, 1981 to March 18, 1984, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Mar. 15/81</u>	<u>June 15/81</u>
General Increase		16¢	
COLA Fold-in		27¢	29¢
Job Group 4 (includes General Labour)		\$10.50 (\$10.07)	\$10.79
Job Group 23 (includes Diemaker)		\$12.605 (\$12.175)	\$12.895
	Effective	<u>Mar. 15/82</u>	<u>Mar. 15/83</u>
General Increases		11¢	10¢
Job Class Increment			2.5¢
Job Group 4 (includes General Labour)		\$10.90	\$11.075
Job Group 23 (includes Diemaker)		\$13.005	\$13.665

Previous rates reflect COLA fold-ins.

Cost of Living Allowance: 1¢ for each 0.325 point change in the Consumer Price Index - 1961=100. To be adjusted and folded-in quarterly. (Basic formula is unchanged.)

Paid Holiday: 1 additional holiday between Christmas and New Year's is added for a total of 12 days.

Paid Vacation: 4 weeks after 13 (17) years' service and 5 weeks after 23 (25) years.

Special Retirement Payment (new): 560 (520) hours of pay for employees in their retirement year who are eligible for 5 weeks vacation.

Health and Welfare: Life Insurance - \$25,000 (\$22,000) coverage. Effective July 1, 1981, \$2,500 (\$1,375) for totally disabled employees prior to retirement age.

Weekly Indemnity - Benefits are as follows:

Job Class	July 7/81	Apr. 1/82	Apr. 1/83
1-4 (unchanged)	\$224 (\$176)	\$242	\$265
5-7 (5-10)	\$233 (\$184)	\$252	\$276
8-10 (11-15)	\$241 (\$192)	\$260	\$284
11-13 (16-17)	\$250 (\$200)	\$270	\$295
14-16 (18-20)	\$259 (\$208)	\$280	\$306
17-19 (21-22)	\$267 (\$216)	\$289	\$315
20 (23) and over	\$276 (\$224)	\$298	\$325

Dental Plan - Effective July 1, 1981, \$833 (\$750) per year coverage for active employees and \$650 (\$500) orthodontic lifetime maximum. Effective January 1, 1982, maximum \$1,000 per year for active employees.

Pension Plan:

Basic Benefit - Benefit level is determined as follows:

Job Class	June 1/81	Apr. 1/82	Apr. 1/83
1-5 (1-6)	\$15.50 (\$13.50)	\$16.50	\$17.50
6-9 (7-13)	\$16.15 (\$14.15)	\$17.15	\$18.15
10-13 (14-17)	\$16.80 (\$14.80)	\$17.80	\$18.80
14-15 (18-19)	\$17.50 (\$15.50)	\$18.50	\$19.50
16-17 (20-21)	\$18.15 (\$16.15)	\$19.15	\$20.15
18-19 (22)	\$18.80 (\$16.80)	\$19.80	\$20.80
20 (23) and over	\$19.50 (\$17.50)	\$20.50	\$21.50

Supplementary Pension - Benefit increases to \$365 (\$300) per month.

Past Retirees - Benefits increase 4%-35%, depending on date of retirement. Effective April 1, 1982, 4%-35%.

Spouse's Survivorship Benefit - Effective July 1, 1981, benefits increase to \$132.50 (\$107.50) per month for future benefit recipients and to \$120 (\$107.50) for current benefit recipients.

Supplemental
Unemployment
Benefit Plan:

Benefit increases to 12¢ (10¢) per hour worked.

MACHINERY

Cooper Energy Services Ltd. at Stratford - Local 103, Machinists (AFL-CIO/CLC):

A 36-month renewal agreement effective from April 17, 1981 to April 16, 1984, covering 249 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 17/81	Apr. 20/81
	Increases	85¢ for Journeymen; 70¢ for non-skilled	
	COLA Fold-in		31¢

	<u>Apr. 17/81</u>	<u>Apr. 20/81</u>
Labourer	\$7.10-\$7.21 (\$6.40-\$6.51)	\$7.41-\$7.52
Journeyman Electrician	\$9.47 (\$8.62)	\$9.78
Effective	<u>Apr. 17/82</u>	<u>Apr. 17/83</u>
General Increases	80¢	80¢
Labourer	\$8.21-\$8.32	\$9.01-\$9.12
Journeyman Electrician	\$10.58	\$11.38

Probationary period is 90 days. Maximum rate for Labourer is reached after 3 months.

Cost of Living Allowance:	1¢ per 0.4 point change in the Consumer Price Index - 1971=100 (unchanged). Triggers at 6% in the first year (unchanged) and 7% in the second and third years. Folded into wage rate quarterly (annually).
Lead Hand Premium:	45¢ (35¢) per hour.
Sand Blast Premium:	30¢ (20¢) per hour.
Shift Premium:	0-30¢-35¢ (0-22¢-27¢).
Call-Back Pay:	Minimum 4 (3) hours' pay.
Paid Holidays:	1 designated day is added in each year for a total of 14 days per year.
Paid Vacation:	1 day per month is added up to a maximum of 10 days per year for employees with less than 1 year's service.
Bereavement Leave:	3 (1) days' paid leave for brother-in-law, sister-in-law, grandparent, grandchild, daughter-in-law or son-in-law.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective April 17, 1981, \$11,000 (\$10,000) coverage. Effective April 17, 1982, \$12,000.
Pension Plan:	<u>Basic Benefit</u> - \$8.50 (\$7.50) per month per year of service. Effective April 17, 1982, \$9.50. Effective April 17, 1983, \$10.50. <u>Vesting</u> - Full vesting after 10 (15) years' service. <u>Disability Retirement</u> - 10 (15) years' service requirement.
Safety Shoe Allowance:	\$35 (\$25) per year.

ELECTRICAL PRODUCTS

Sunbeam Corporation (Canada) Limited at Toronto - Local 566, Electrical Workers (UE) (CLC): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
	General Increases	12%	11%
	Additional Adjustment	Some classification adjustments	
	Group 7 (includes General Labour)	\$7.38-\$7.54 (\$6.59-\$6.73)	\$8.19-\$8.37
	Group 1 (includes Toolmaker)	\$9.89 (\$8.83)	\$10.98

Probationary period is 45 days worked (60 calendar days).
Maximum rate for General Labour is reached after 3 months.

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Paid Vacation: 4 weeks after 14 (15) years' service and 5 weeks after 23 (25) years.

Health and Welfare: Employer pays premium costs of Insurance Plans for employees off due to occupational injury or disease up to a maximum of 3 (2) years.

Life Insurance and A.D. & D. - Effective in 1982, A.D. & D. is added, and coverage increases to \$7,500 (\$5,000) for employees with up to 5 years' service, and \$12,500 (\$10,000) after 5 years' service.

Pension Plan: Basic Benefit - \$8.50 (\$7.50) per month per year of service.
Effective April 1, 1982, \$9.50 per month per year of service.

Paid Education Leave: Employer pays wages plus course fees to Committee on Occupational Health and Safety when they are on courses (new). (Previously, paid by union.)

NON-METALLIC MINERAL PRODUCTS

Consumers Glass Company Ltd. at Toronto - Local 200, Glass and Ceramic Workers (AFL-CIO/CLC) (680 plant employees): A 36-month renewal agreement effective from June 20, 1981 to June 19, 1984, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 20/81</u>	<u>June 20/82</u>	<u>June 20/83</u>
	COLA Fold-in	25¢		
	General Increases	93¢	92¢	\$1.02

	<u>June 20/81</u>	<u>June 20/82</u>	<u>June 20/83</u>
Skilled Trades Adjustments	25¢		30¢
Additional Adjustment	15¢ for Pay-loader operator		
Labourer	\$8.99 (\$7.81)	\$9.91	\$10.93
Pipefitter	\$10.38-\$10.74 (\$8.95-\$9.31)	\$11.30-\$11.66	\$12.62-\$12.98
Electrician	\$10.62-\$10.86 (\$9.19-\$9.43)	\$11.54-\$11.78	\$12.86-\$13.10

Cost of Living Allowance: Quarterly calculations of 1¢ per .35 point increase in the Consumer Price Index - 1971=100, using May as the base month in each year. Triggers if the CPI exceeds the general wage increase for each year. Folded-in annually. (Previous formula similar. Triggered at 8%.)

Hours of Work: 40 per week intermittent and continuous day workers; 42 per week for continuous shifts (unchanged).

Rest Period: Forming Department - 2 (1) 15-minutes per day.

Premium Pay for 6th Day Worked (new): Time and one-half for the 6th day worked every 4 weeks on a 42-hour work week schedule.

Shift Premium: 0-16¢-24¢ (0-15¢-23¢). Effective June 20, 1982, 0-18¢-26¢. Effective June 20, 1983, 0-20¢-28¢.

Call-in Pay: Minimum of 4 (3) hours.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 5 weeks at 12% after 23 (24) years' service. Also 2 weeks at 4 1/2% after 1 year, 3 weeks at 7% after 5 years and 4 weeks at 9 1/2% after 13 years (unchanged).

Effective in 1982, 4 weeks at 9 1/2% after 12 years. Effective in 1983, 5 weeks at 12% after 22 years and 6 weeks at 14 1/2% after 30 years (new).

Health and Welfare: Life Insurance for Retirees - \$2,750 (\$2,500). Effective June 20, 1982, \$3,000.

Dental Plan - Effective June 20, 1983, add coverage for dentures, crown inlays, and bridgework on a 50%/50% co-insurance basis.

Prescription Glasses - Maximum \$70 (\$60) every 2 years.

Safety Shoe Allowance: \$27 (\$25) maximum per year. Forming Department every 4 (6) months. Effective June 20, 1982, \$30. Effective June 20, 1983, \$33.

Tool Allowance: \$95 (\$85) per year.

Notice of Lay-off: 7 (5) days.

Libbey-St. Clair Inc. at Wallaceburg - Local 235, Glass and Ceramic Workers (AFL-CIO/CLC) (650 plant employees): A 36-month renewal agreement effective from July 26, 1981 to July 25, 1984, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 26/81</u>	<u>July 26/82</u>	<u>July 26/83</u>
COLA Fold-in		25¢		
General Increases		12%	10%	10%
Skilled Trades Adjustments		25¢		33¢
<u>42-Hour Week Schedule*</u>				
Group 1 (includes Light Labour)		\$8.39 (\$7.24)	\$9.23	\$10.15
Group 7 (includes Lift Truck Driver)		\$9.04 (\$7.87)	\$9.94	\$10.93
Group 12 (includes Electrician with Certificate)		\$10.39 (\$8.78)	\$11.43	\$12.94

*Employees on 40-hour week schedule - add 5¢ to above rates (unchanged).

Settlement Pay: An amount equivalent to the general increase of 12% was paid for all hours worked between ratification and the start of the new agreement.

Cost of Living Allowance: 1¢ per 0.35 increase in the Consumer Price Index - 1971=100. First year, triggers after a 12% rise over the base, May 1981. Second year, triggers after a 10% rise over the base, May 1982. Third year, triggers after a 10% rise over the base, May 1983. Folded in at the end of each year. (Previously, same formula; triggered after an 8% rise in the second year.)

Hours of Work: Continuous shift operations - 42 per week; straight day workers - 40 per week (both unchanged).

Shift Premium: 0-18¢-22¢ (0-17¢-21¢). Effective July 26, 1982, 0-20¢-24¢. Effective July 26, 1983, 0-22¢-26¢.

Machine Premiums:	Increase by 5¢ per hour. Effective July 26, 1983 an additional 5¢.
Paid Holidays:	12 days (unchanged).
Paid Vacation:	Effective in 1981, 4 weeks after 13 (14) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged). Effective in 1982, 5 weeks after 24 years. Effective in 1983, 4 weeks after 12 years and 5 weeks after 23 years.
Crown Witness Pay (new):	Witness fees payable to employer. Employee receives regular daily pay.
Maternity Leave:	Employer will maintain payment of premiums for insurance programs for 6 months (new).
Health and Welfare:	Dental Plan - Effective August 1, 1981 add coverage for servicing of dentures. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective August 1, 1982, the 1982 ODA fee schedule. Effective August 1, 1983, the 1983 fee schedule. Life Insurance for Retirees - \$2,500 (\$2,000) for employees retiring on or after July 26, 1981; \$2,750 on or after August 26, 1982; and \$3,000 on or after August 26, 1983.
Safety Glasses:	\$55 (\$50). Effective July 26, 1982, \$60.
Safety Shoe Allowance:	Employer contributes \$24 (\$20) per pair for 1, 2 or 3 pairs, depending on department. Effective July 26, 1982, \$26. Effective July 26, 1983, \$28.
Tool Allowance:	\$25 per year for operators required to supply their own tools valued at \$100 or more (new for operators). (Other tool allowance provisions remain unchanged.)

Pilkington Glass Industries Limited (Pilkington Glass Manufacturing Division) at Toronto - Local 295, Glass and Ceramic Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from June 2, 1981 to June 1, 1984, covering 380 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 2/81</u>	<u>June 2/82</u>	<u>June 2/83</u>
General Increases		\$1.03	\$1.00	\$1.03
COLA Fold-in		41¢		
Skilled Trades Adjustments		25¢	25¢	
Additional Adjustment			10¢ for Pick-off Man	

	<u>June 2/81</u>	<u>June 2/82</u>	<u>June 2/83</u>
Labourer	\$9.15 (\$7.71)	\$10.15	\$11.18
Instrument Maintenance Man	\$11.19 (\$9.50)	\$12.44	\$13.47

Previous rates reflect deductions of 4¢ for Labourer and 5¢ for all other classifications, on June 2, 1980, due to addition of Pension Benefits not included in the previous agreement.

Cost of Living Allowance: Effective in the second year, quarterly comparisons beginning with the average Consumer Price Index for March, April and May 1982, and March, April and May, 1983 in the third year. 1¢ per 0.3 change in the CPI - 1971=100 (unchanged). Triggers at 10% (6%).

Shift Premium: 0-25¢-32¢ (0-23¢-30¢). Effective June 2, 1983, 0-27¢-34¢.

Paid Holidays: 1 day is added during the Christmas season for a total of 12 days.

Paid Vacation: 5 weeks at 12% after 22 (25) years' service. Effective June 2, 1983, 6 weeks at 14% (new) after 30 years.

Vacation Pay: Effective June 2, 1983, 10% (8%) after 15 (17) years' service.

Court Witness Leave: Employer pays the difference between employee's basic salary and fees received.

Health and Welfare: Life Insurance - \$20,000 (\$17,000) coverage. Effective June 2, 1982, \$21,000 coverage.

Sick Pay Plan - Benefit period increases to a maximum of 52 (39) weeks, payable at 75% of basic pay for the first 26 weeks and 66 2/3% thereafter (unchanged).

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association schedule of fees. Riders # 1 and 2 are added. 100% of premium costs paid by employer. Effective June 2, 1982, payments are based on the 1981 ODA fee schedule, and Rider # 3 is added, payable on a 50%/50% co-insurance basis. Effective June 2, 1983, payments are based on the 1982 ODA fee schedule and Dependent Orthodontic coverage is added, payable on a 50%/50% co-insurance basis up to a lifetime maximum of \$650.

Pension Plan: Basic Benefit - \$12.50 (\$11.50) per month per year of service. Effective in the second year, \$13.50. Effective in the third year, \$14.50.

Early Retirement - At age 61 with 30 years' service without actuarial reduction and with a special add-on of \$400 per month to age 65 only (new).

Retirees - An additional 50¢ per month per year of service is added on to the benefit rate in each of the 3 years of the agreement.

Survivor Benefit (new) - Effective June 29, 1983, upon death of an active employee, if spouse is 45, or the employee's service plus widow's age total 55, benefit is \$200 per month payable to a maximum of 24 months or until widow reaches age 65, remarries or dies, whichever comes first.

MISCELLANEOUS MANUFACTURING

Fisher Controls Company of Canada Limited at Woodstock - Local 636, Auto Workers (CLC): A 36-month renewal agreement effective from April 1, 1981 to March 31, 1984, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/81	Apr. 1/82	Apr. 1/83
General Increases		29¢	30¢	31¢
COLA Fold-in		61¢	60¢	
Grade 2 (includes Materials Handler)		\$8.62-\$8.72 (\$7.72-\$7.82)	\$9.52-\$9.62	\$9.83-\$9.93
Grade 14 Tool Maker "AA"		\$9.31-\$9.51 (\$8.41-\$8.61)	\$10.21-\$10.41	\$10.52-\$10.72

Probationary period is 3 months. Maximum rate for Materials Handler is reached upon completion of the probationary period and for Tool Maker "AA" after four 3-month increases.

Cost of Living Allowance: 1¢ per 0.32 (0.33) point change in the Consumer Price Index - 1971=100. Adjusted and payable quarterly (unchanged). Effective April 1, 1982, 1¢ per 0.31 change in the CPI. Effective April 1, 1983, 1¢ per 0.3 change in the CPI.

Shift Premium: 0-28¢-33¢ (0-25¢-30¢). Effective April 1, 1982, 0-31¢-36¢. Effective April 1, 1983, 0-33¢-38¢.

Paid Holidays: 1 floating day is added for a total of 17 days.

Paid Vacation: Effective April 1, 1983, 4 weeks after 10 (12) years' service.

Health and Welfare: Life Insurance - \$13,000 (\$12,000) coverage. Effective April 1, 1982, \$14,000.

A.D. & D. - \$12,000 (\$11,000) coverage. Effective April 1, 1982, \$13,000.

Major Medical (new) - Employer pays 100% of premiums costs for a plan which includes semi-private hospitalization.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective April 1, 1983, an orthodontic rider is added with 50% co-insurance. Payments are based on the 1982 ODA fee schedule.

Pension Plan: Basic Benefit - \$12 (\$11) per month per year of service. Effective April 1, 1982, \$12.50. Effective April 1, 1983, \$14.

Surviving Spouse Benefits - Effective April 1, 1982, widows receive 50% of the benefits the employee would have received had he retired at age 50 with 10 years' service.

Safety Shoe Allowance: \$30 (\$20) per year. Effective April 1, 1982, \$35. Effective April 1, 1983, \$40.

Tool Allowance (new): Employer pays \$100 per year, where required.

Robertshaw Controls Canada Inc. at Toronto - Local 512, Electrical Workers (UE) (CLC): A 22-month renewal agreement effective from June 22, 1981 to April 30, 1983 with wages retroactive to May 1, 1981, covering 320 employees, settled with mediation assistance. Duration of negotiations - 1 month.

Wages:	Effective	*June 22/81	May 1/82
	COLA Fold-in	40¢	
	General Increases	12%	60¢
	Skilled Trades Adjustment	11¢	30¢
	Assembly II	\$5.89-\$6.17 (\$4.86-\$5.11)	\$6.49-\$6.77
	Tool and Die Maker I	\$10.66-\$10.93 (\$9.02-\$9.26)	\$11.56-\$11.83

*Wage increases are retroactive to May 1, 1981 for employees employed as of June 22, 1981.

Probationary period is 40 working days. Maximum rates are reached after 6 months.

Cost of Living Allowance: 1¢ per 0.375 (0.4) point rise in the Consumer Price Index - 1971 = 100. Payable quarterly. Capped at 8¢ (10¢) per quarter. (Previously, capped at a maximum of 20¢ per calendar year).

Shift Premium: 0-25¢-25¢ (0-22¢-22¢). Effective May 1, 1982, 0-28¢-28¢.

Paid Holidays: Effective in 1982, 1 floating day is added for a total of 14 days.

Paid Vacation: 5 weeks after 23 (25) years' service. Effective July 1, 1982, 4 weeks after 13 (14) years' service.

Health and Welfare: Life Insurance - \$9,000 (\$8,000) coverage. Effective May 1, 1982, \$10,000 coverage.

A. D. & D. (new) - \$5,000 coverage. Employer pays 100% of premium costs. Effective May 1, 1982, \$10,000 coverage.

Weekly Indemnity - Maximum benefit increases to \$189 (\$160) per week, to float on Unemployment Insurance Commission maximum.

Dental Plan (new) - Effective July 13, 1981, employer pays 100% of premium costs for a basic plan. Deductibles are \$25 single/\$50 family with a maximum of \$1,000 per person per year. Payments are based on the 1980 Ontario Dental Association Schedule of fees in the first year, and the 1981 ODA fee schedule in the second year.

Safety Shoe Allowance: Employer pays a maximum of \$35 (\$25) per year to designated classifications.

MINES

Dome Mines Ltd. at South Porcupine - Local 7580, Steelworkers (AFL-CIO/CLC) (580 mine, mill and plant employees): A 36-month renewal agreement effective from April 18, 1981 to April 17, 1984, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	Apr. 18/81	Apr. 18/82	Apr. 18/83
	Increases	\$1.93-\$2.07*	\$1.25	\$1.00
	Job Class 1 (includes Labourer)	\$9.10 (\$7.17)	\$10.35	\$11.35
	Job Class 8 (includes Driller 1st class)	\$10.15 (\$8.15)	\$11.40	\$12.40
	Job Class 14 (includes Electrician)	\$11.20 (\$8.99)	\$12.30	\$13.30
	Job Class 15 (includes Electric Shop Leader)	\$11.20 (\$9.13)	\$12.45	\$13.45

*Established by increasing Job Class 8 by \$2.00 and increasing the increments between Job Classes to 15¢ (14¢).

Revision to Former Agreement - Increases scheduled for April 14, 1980 and October 19, 1980 were advanced to February 4, 1980 and Job Class increments were increased to 14¢ (previously 10¢ for all except 1 grade had a 13¢ increment).

Cost of Living: Effective in third year of the agreement 1¢ per 0.35 point
Allowance: increase in Consumer Price Index - 1971=100. Triggers at 8%
above the CPI for March 1983. Calculated monthly.

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective June 26, 1981, 0-25¢-30¢ (0-20¢-25¢). Effective June
26, 1982, 0-30¢-35¢.

Sunday Premium: 60¢ (50¢) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks
after 15 years and 5 weeks after 25 years (all unchanged).

Health and Life Insurance and A. D. & D. - Effective August 1, 1981, \$12,000
Welfare: (\$8,000) coverage. Effective August 1, 1982, \$14,000.

Extended Health Care Plan (new) - Effective August 1, 1981,
employer pays 100% of premium costs. No deductible.

Dental Plan - Dentures fully covered (previously, 50%/50% co-
insurance). Premium 100% (90%) employer paid. Payments are
based on the 1981 (1980) Ontario Dental Association fee schedule.

Prescription Drug Plan - Employer pays 100% (90%) of premium
costs.

Prescription Eyeglasses - Effective August 1, 1981, \$80 (\$40)
allowance per person every 2 years. Applies to employees and
their dependants. Employer pays 100% (90%) of premium costs.

Prescription Safety Glasses - Employer pays 90% of cost to a
maximum of \$45 (\$36) every year (previously every 2 years).

Pension Plan: Basic Benefit - Effective for retirement on or after July 1,
1981, \$10 per month per year of future service; 80% company
paid. Effective May 1, 1982, \$12; 75% company paid. (Past
service recently increased, apart from this agreement, to
\$4.95 (\$4.50) per month per year of service. 100% employer
paid.)

Noranda Mines Ltd. (Geco Division) at Manitouwadge - Federation of Metal Trades,
Mines and Chemical Products Union (CNTU) (500 mine and plant
employees): A 24-month renewal agreement effective from August
1, 1981 to July 31, 1983, settled at the bargaining stage.
Duration of negotiations - 3 months.

Wages:	Effective	June 22/81	Aug. 1/82
	COLA Fold-in	\$1.52*	
	General Increases	40¢	30¢

	<u>June 22/81</u>	<u>Aug. 1/82</u>
Job Category Increments	13 1/2¢ (12¢)	14 1/2¢
Category 1 (includes Labourer)	\$9.55 (\$7.63)	\$9.85
Category 11 (includes Miner)	\$10.90 (\$8.83)	\$11.30
Category 19 (Tradesman I)	\$11.98 (\$9.79)	\$12.46
Category 20 (new) (Tradesmen with ticket)	\$12.115	\$12.605

This represents the total amount of COLA generated during the previous agreement. 56¢ of this amount was folded into the wage structure August 1, 1980.

Cost of Living Allowance:	1¢ per 0.35 point increase in the Consumer Price Index - 1961=100. Calculated quarterly beginning December 1981 for the period August 1981 - November 1981. Last calculation is June, 1983. Allowances generated to be paid on all hours worked and folded-in on August 1, 1982 and in June 1983. (Previous formula similar except paid only on basic hours.)
Hours of Work:	40 per week (unchanged).
Shift Premium:	Effective June 22, 1981, 0-25¢-35¢ (0-22¢-32¢). Effective August 1, 1983, 0-28¢-38¢.
Sunday Premium:	\$2 (\$1.50) per hour.
Paid Holidays:	12 days (unchanged).
Paid Vacation:	4 weeks after 9 (10) years' service, 5 weeks after 18 (20) years and 6 weeks after 26 (28) years. Also 2 weeks after 1 year and 3 weeks after 5 years.
Vacation Bonus:	Effective August 1, 1981, \$90 (\$70) for each week of vacation taken during the winter period. Effective August 1, 1982, \$100.
Bereavement Leave:	An extra day provided if funeral is outside of Township of Manitouwadge (new).
Union Education Leave (new):	Up to 5 days paid leave for 2 members of the union selected to study approved courses.
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective July 1, 1981, \$20,000 (\$14,000) coverage. Double indemnity, for accidental death. <u>Sickness and Accident Plan</u> - Effective July 1, 1981, \$220 (\$175 by contract plus an interim \$14 supplement for a total of \$189.) Effective August 1, 1982, \$235. Payable on a 1-1-4-52 basis.

Supplemental Sickness and Accident Plan - Effective July 1, 1981, \$125 (\$75) per week for up to 26 weeks following the 52 weeks of the above basic plan. Employer pays 70% (50%) of the cost.

Prescription Drug Plan (new) - Effective October 1, 1981, covers the cost of drugs less 35¢ per prescription. Employer paid.

Vision Care (new) - Effective August 1, 1981, \$40 every 2 years per employee and per eligible dependant. Employer paid.

Dental Plan - Effective July 1, 1981 payments are based on the 1981 (1979) Ontario Dental Association fee schedule and major restorative coverage is added. Cost of plan is shared 80%/20% (70%/30%) by employer/employee. Effective August 1, 1982, employer pays 100% of premium costs.

Pension Plan: Benefit - For future pensioner retiring at age 65 benefit will be calculated on the basis of \$9 per month per year of service between August 1, 1966 and December 31, 1978 and \$12 per month per year of service thereafter. (Previously amounts varied from \$6 to \$11, depending on year of service.)

Clothing Allowance: \$85 (\$75) per year.

Tool Allowance: Varies. Maximum \$130 (\$100).

Domtar Inc., Domtar Chemicals Group, Sifto (R) Salt Division, Goderich Mine - Local 16, Energy and Chemical Workers* (CLC): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 215 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

*Previously, the Canadian Chemical Workers (Ind.).

Wages:	Effective	June 28/81	Apr. 1/82
Classification		0-87¢	
Adjustments			
General Increases		13 1/2%	13%
Mill Helper		\$10.33 (\$9.10)	\$11.67
Maintenance - Group I		\$11.92 (\$10.06)	\$13.47

Lump Sum Payment: \$100 in lieu of retroactivity.

Shift Premium: Effective June 28, 1981, 0-28¢-40¢ (0-19¢-26¢). Effective April 1, 1982, 0-32¢-43¢.

Saturday Premium (new): 45¢ per hour.

Underground and Shaft Premiums:	25¢ (15¢) per hour.
Overtime Pay:	Effective June 28, 1981, time and one-half for the first eight hours worked and double time thereafter for the first day of rest or for unscheduled Saturdays and double time for all hours worked on the second day of rest or for unscheduled Sundays. (Previously, time and one-half.)
Holiday Pay:	8 hours additional pay at Christmas (new).
Paid Vacation:	4 weeks after 10 (14) years' service, 5 weeks after 20 (22) years and 6 weeks after 26 (30) years. <u>Supplementary Vacation</u> - Employee aged 60 with 25 years' service receives 1 additional week per year of service up to 5 weeks at age 64.
Bereavement Leave:	Parents-in-law are added for 1 day's paid leave, to attend memorial services.
Health and Welfare:	<u>Life Insurance</u> - \$13,000 (\$9,500) coverage. Effective April 1, 1982, \$14,000. <u>Semi-Private Hospitalization</u> - \$25 deductible and 60 day maximum coverage are deleted. <u>Long Term Disability</u> - Employer pays 100% of premium costs for a plan providing 52 weeks of benefits, upon expiration of weekly indemnity benefits. Benefit is 50% of regular classified rate. <u>Dental Plan (new)</u> - Employer pays 100% of premium costs for a basic plan with 80%/20% co-insurance. Payments are based on the current Ontario Dental Association fee schedule.
Paid Leave for Union Negotiations (new):	Employer pays for time lost from work up to the third step of a grievance and up to the conciliation stage during negotiations.
Meal Allowance:	\$3.50 (\$3.00). Effective April 1, 1982, \$4.00.
Safety Shoe Allowance:	\$30 (\$20) per year for seniority employees.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 427 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Average Increase	10.6%
	Teacher - Category D 0-8 years	\$12,230-\$19,756 (\$11,078-\$17,861)
	Teacher - Category A1 0-12 years	\$15,018-\$29,600 (\$13,592-\$26,656)
	Teacher - Category A4 0-12 years	\$17,447-\$36,000 (\$15,790-\$32,500)
	Principal	\$40,000-\$42,000 (\$35,900-\$38,000)
Responsibility Allowances:	\$3,100 (\$3,000) for Vice-Principals and Consultants.	
Bereavement Leave:	Up to 3 days' paid leave for the death of a legal guardian or grandchild.	
Health and Welfare:	<u>Vision Care</u> - Maximum claim for eyeglasses is \$100 (\$50) every 2 years.	
	<u>Dental Plan</u> - Payments are based on the 1980 (1977) Ontario Dental Association fee schedule.	
"4 over 5 Years" Leave Plan (new):	Employee may elect to be paid at 80% of salary for 5 years in order to take one of the years as a leave of absence.	

Elgin County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 269 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Average Increase	11%
	Teacher - Category I 0-12 years	\$15,200-\$29,600 (\$13,800-\$26,600)
	Teacher - Category IV 0-12 years	\$19,500-\$36,000 (\$17,200-\$32,500)
	Principal	\$46,100-\$48,500 (\$41,700-\$43,800)
Health and Welfare:	<u>Vision Care</u> - Maximum claim for eyeglasses is \$100 (\$50) every 2 years.	
	<u>Dental Plan</u> - Payments are based on the 1980 (1977) Ontario Dental Association fee schedule.	

"4 over 5 Years" Leave Plan (new): Employee may elect to be paid at 80% of salary for 5 years in order to take one of the years as a leave of absence.

Professional Development Fund: \$27,500 (\$17,500).

Frontenac County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (535 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Increases	11.2% for teachers; 10% for principals
	Teacher - Level 1 (D) 0-6 years	\$14,345-\$19,349 (\$12,900-\$17,400)
	Teacher - Level 4 (A1) 0-11 years	\$17,458-\$29,690 (\$15,700-\$26,700)
	Teacher - Level 7 (A4) 0-14 years	\$20,405-\$36,140 (\$18,350-\$32,500)
	Principal 0-4 years (A and B schools)	\$39,050-\$41,250 (\$35,500-\$37,500)

Lump Sum Payments - Effective January 1, 1982, teachers \$250; principals \$400.

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Increases	10.4% for teachers; 9.5% for vice-principals and principals
	Teacher - Category I 0-11 years	\$16,659-\$29,896 (\$15,090-\$27,080)
	Teacher - Category IV 0-12 years	\$19,828-\$36,322 (\$17,960-\$32,900)
	Vice-Principal 0-3 years	\$40,406-\$42,486 (\$36,900-\$38,800)
	Principal 0-4 years	\$44,348-\$48,399 (\$40,500-\$44,200)

Lump Sum Payments - Effective January 1, 1982, teachers \$150; vice-principals and principals \$200.

Grey County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month wage reopener agreement effective from September 1, 1981 to August 31, 1982, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	11.33%
	Teacher Category D 0-6 years	\$12,727-\$17,701 (\$11,432-\$15,900)
	Teacher Category A1 0-10 years	\$16,471-\$28,826 (\$14,795-\$25,892)
	Teacher Category A4 0-12 years	\$19,216-\$35,687 (\$17,260-\$32,055)

Cost of Living Allowance: Inoperative.

Responsibility Allowances:	Principal	\$7,862 (\$7,062)
	Vice-Principal	\$3,931 (\$3,531)
	Principal's Assistant	\$912 (\$562)
	Coordinator	\$5,924 (\$5,324)
	Consultant	\$3,931 (\$3,531)

Halton Board of Education - Local 1011, Canadian Union of Public Employees (CLC)
(caretakers and maintenance employees): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
	General Increases	90¢	95¢
	Caretaker	\$7.97-\$8.25 (\$7.07-\$7.35)	\$8.92-\$9.20
	Maintenance 1	\$9.24 (\$8.34)	\$10.19

Probationary period is 3 months. Maximum rate for Caretaker is reached after one 3-month and one 9-month increase.

Shift Premium: 0-31¢-31¢ (0-27¢-27¢). Effective July 1, 1982, 0-34¢-34¢.

Paid Holidays: Heritage Day, if declared is added for a total of 12 days.

Paid Vacation: 4 weeks after 10 (11) years' service. Effective July 1, 1982, 5 weeks after 19 (20) years and 6 weeks (new) after 27 years.

Responsibility Allowances: 24¢ (22¢) per hour for Group 1 and 29¢ (27¢) per hour for Group 2 caretakers in a public school. Effective July 1, 1982, 26¢ and 31¢, respectively.

17¢ (15¢) per hour for head caretakers in a school where there is an indoor swimming pool. Effective July 1, 1982, 19¢.

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,000 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Teachers represented by Association des Enseignants Franco-Ontariens (Ind.) are no longer covered by this agreement.

Wages:	<u>Effective</u>	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
General Increases		12%	1% non-compounded on teachers' grid
Teacher - Category I 0-11 years		\$17,465-\$29,214 (\$15,594-\$26,084)	\$17,621-\$29,475
Teacher - Category IV 0-11 years		\$20,959-\$37,315 (\$18,713-\$33,317)	\$21,146-\$37,648
Vice-Principal 0-2 years		\$42,269-\$44,285 (\$37,740-\$39,540)	
Supervisors 0-2 years		\$43,938-\$47,152 (\$39,230-\$42,100)	
<u>Principal</u>			
Vocational Schools 0-2 years		\$44,262-\$47,376 (\$39,520-\$42,300)	
Composite and Grade 13 Schools 0-2 years		\$46,185-\$49,728 (\$41,240-\$44,400)	

Responsibility Allowances:

Major Head -	\$2,750 (\$2,500)
Minor Head -	\$1,635 (\$1,450)
Assistant Head -	\$1,375 (\$1,250)
Staff Assistant -	\$4,050 (\$3,600)
Consultant -	\$2,750 (\$2,500)

Health and Welfare: Dental Plan - To be discussed for possible implementation.

Kent County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Average Increases	9.5%
	Teacher - Category I 0-10 years	\$17,050-\$28,900 (\$15,635-\$26,075)
	Teacher - Category IV 0-11 years	\$20,300-\$36,360 (\$18,595-\$32,800)
	Vice-Principal 0-2 years	\$40,000-\$43,000 (\$36,400-\$39,200)
	Principal 0-2 years	\$45,500-\$48,500 (\$41,600-\$44,600)
Responsibility	Director - \$2,650 (\$2,550)	
Allowances:	Special Assignment Teacher - \$2,650 (\$2,550)	
	Major Head - \$2,400 (\$2,300)	
	Minor Head - \$1,800 (\$1,750)	
	Assistant Head - \$1,500 (\$1,450)	

Lakehead Board of Education - Local 2486, Canadian Union of Public Employees* (CLC):
A 24-month first agreement effective from January 1, 1981 to December 31, 1982, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

*Previously, represented by the Service Employees (AFL-CIO/CLC).

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	13%	10%
	Additional Adjustments	2% for Head Custodian Secondary Schools, Head Custodian Elementary Schools, 21 classrooms and over and Maintenance A Trade Deliveryman Class A rate to equal Custodian 2 (no paper) rate	
	Cafeteria Assistant	\$5.665-\$5.979 (\$5.013-\$5.291)	\$6.232-\$6.577
	Head Custodian Secondary Schools	\$9.299-\$9.714 (\$8.086-\$8.447)	\$10.229-\$10.685

	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
Maintenance A - with Trade or 5 years experience	\$10.213-\$10.469 (\$8.881-\$9.103)	\$11.234-\$11.516

Previous rates reflect a 6¢ COLA Fold-in.

Probationary period is 3 months. Maximum rates are reached after 18 months.

Cost of Living
Allowance:

1¢ for each full 0.35 (1.0) point rise in the Consumer Price Index for Thunder Bay - 1971=100, above the December, 1981 (1979) base index month. Triggers at 10% (7%) and capped at 13% (10%). To be paid monthly (quarterly) and folded into base wage rates on December 31, 1982.

Paid Holidays:

1 floating day is added for non-probationary employees, to be taken between December 24 and January 2 for a total of 12 days.

Paid Vacation:

4 weeks after 10 (11) years' service, 5 weeks after 18 (20) years, 5 weeks plus 1 day after 20 (25) years, 5 weeks plus 2 days after 22 (26) years, 5 weeks plus 3 days after 24 (27) years, 5 weeks plus 4 days after 26 (28) years, and 6 weeks after 28 (29) years. Effective January 1, 1982, 5 weeks after 17 years' service.

Health and
Welfare:

New employees hired after June 9, 1981, who work less than full-time shall have the employer's portion of premium costs pro-rated according to time worked.

Long Term Disability (new) - Effective on or before July 9, 1981, employer pays 75% of premium costs, upon sufficient enrollment. Benefit is 70% of basic salary reduced by any applicable pension premiums. Payable after 6 months of total disability to a maximum of 24 months.

Extended Health Care - Effective on or before July 9, 1981, deductibles are \$10 single/\$20 family. (Previously, \$25 deductible for single only.)

Dental Plan - Effective on or before July 9, 1981, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective January 1, 1982, employer pays 50% of premium costs. (Previously, employee paid full cost of premiums.)

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (610 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective

Sept. 1/81

COLA Fold-in

1.5%

Sept. 1/81

General Increase	11.5%
Teacher - Category D 0-7 years	\$15,129-\$20,792 (\$13,369-\$18,374)
Teacher - Category A1 0-10 years	\$18,338-\$29,348 (\$16,204-\$25,934)
Teacher - Category A4 0-11 years	\$22,415-\$37,529 (\$19,807-\$33,161)
Principal* 0-2 years	\$37,529-\$38,717 (\$33,161-\$34,211)

*In addition to amounts shown, principal receives \$200 per year per supervised teacher (unchanged).

Cost of Living Allowance: 1% for each 1% rise in the Consumer Price Index for Thunder Bay - 1971=100, using May 1981 as the base. Triggers at 14% (7%). Calculations and payments made each month until May 31, 1982 are subject to a maximum monthly adjustment capped at 3%. Half of the adjustment will be folded into the wage rates on August 31, 1982. (Previous formula similar.)

Lambton County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 325 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	12.8%
	Teacher D	\$12,843-\$18,342 (\$11,386-\$16,261)
	Teacher A1	\$16,886-\$28,274 (\$14,970-\$25,066)
	Teacher A4	\$20,491-\$35,050 (\$18,166-\$31,073)

Health and Welfare: Vision Care - Employer pays 80% (50%) of premium costs.

Dental Plan - Employer pays 80% of premium costs for Rider #3 and #4. (Previously, 50% of Rider #3 and 0% of Rider #4.)

Metropolitan Toronto Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): (4,850 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>	
	General Increase (Teachers' Grid)	12.8%	
	Teacher - Category 1 0-7 years	\$12,145-\$20,635 (\$10,767-\$18,293)	
	Teacher - Category 4 0-10 years	\$17,107-\$29,383 (\$15,166-\$26,049)	
	Teacher - Category 7 0-10 years	\$20,503-\$36,696 (\$18,176-\$32,532)	
	<u>Vice-Principals*</u>		
	Levels 4 and 5 0-4 years	\$33,742-\$34,942 (\$30,532-\$31,732)	
	Level 7 0-4 years	\$38,971-\$40,171 (\$35,132-\$36,332)	
	<u>Principals</u>		
	Less than 450 pupils 0-5 years	\$38,743-\$42,743 (\$33,082-\$38,082)	
	450 - 899 pupils 0-5 years	\$40,393-\$44,393 (\$34,732-\$39,732)	
	900 or more pupils and designated schools 0-5 years	\$42,168-\$46,168 (\$36,382-\$41,382)	
	*\$900 less for each year of experience less than 10 years total teaching and vice-principal experience; without a degree, \$2,300 less than scale for levels 4 and 5.		
Cost of Living Provision:	Deleted. (Previous COLA will be determined and paid September 1981.)		
Responsibility Allowances:	Department Head	<u>Qualified</u>	<u>Acting</u>
	Major	\$2,731 (\$2,650)	\$1,366 (\$1,325)
	Minor	\$1,366 (\$1,325)	\$1,683 (\$663)
	Supervisor - \$1,185 (\$1,060)		
	Resource Teacher - \$1,185 (\$1,060)		
	Former Resource Teacher - \$593 (\$530)		
Monthly Car Expense Allowance:	\$62-\$192.50 (\$54-\$167.50) depending on type of teacher and number of schools visited.		

Middlesex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation		
(Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 385 employees, settled at the bargaining stage. Duration of negotiations - 5 months.		
Wages:	Effective	<u>Sept. 1/81</u>
	Increases	11.5% approx. on grid
	Teacher Level I 0-5 years	\$12,860-\$17,790 (\$11,530-\$15,955)
	Teacher Level IV 0-10 years	\$16,225-\$28,295 (\$14,550-\$25,370)
	Teacher Level VII 0-12 years	\$19,515-\$35,925 (\$17,500-\$32,210)
Responsibility Allowances:	<u>Principal</u> - \$5,300-\$8,200 (\$5,200-\$8,000) for 0-7 years' experience. Co-ordinator now included and paid on the same basis.	
	<u>Vice-Principal</u> - \$2,000-\$2,900 (\$1,700-\$2,600) for 0-3 years' experience.	
	<u>Resource Teacher/Curriculum Assistant</u> - \$2,300-\$2,700 (\$2,200-\$2,600) for 0-1 years' experience.	
	<u>Consultant</u> - \$3,800-\$4,800 (\$3,700-\$4,700) for 0-2 years' experience.	
Leaves of Absence:	Brother and sister are added to the provision for up to 1 day's paid leave, to attend their graduation beyond secondary school.	
Sick Leave:	Maximum accumulation of 220 (200) days.	
Health and Welfare:	<u>Life Insurance, OHIP, Healthguard 100 Plan</u> - Employer pays 85% (75%) of premium costs.	
	<u>Dental Plan</u> - Employer pays 85% of premium costs (previously 75%, or \$60,000, whichever was lower).	
Early Retirement Incentive Plan (new):	Retirees with 7 years' service who are eligible for an "A" Pension receive \$10,000 - \$2,000 depending on the factor, if retirement is at least 1 year earlier than age 65. Retirees not eligible for an "A" Pension receive \$10,000 at age 60, \$6,000 at age 61, \$4,000 at age 62 and \$2,000 at age 63 and 64. Effective in 1981-82 only, on an experimental basis, with no cost to the employer, plan is based on the retention or hiring of teachers with lower salaries. Payments not to exceed the retiree's salary for the next school year if he remained on staff.	
Special Degree Allowance:	<u>Ph.D. Degree</u> - \$800 (new).	

Niagara South Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (800 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Teacher - Group 1	\$16,632-\$29,472
	0-12 years	(\$15,235-\$26,467)
	Teacher - Group 4	\$20,775-\$36,975
	0-12 years	(\$19,004-\$33,200)
	Consultant	\$38,940-\$42,300
		(\$35,445-\$38,313)
	Vice-Principal	\$39,850-\$43,630
	0-4 years	(\$36,351-\$39,491)
	Principal	\$45,035-\$49,435
		(\$41,091-\$44,743)

Hourly Rates: Night School - \$20.12 (\$18.29)
Summer School - \$21.68 (\$19.71)

Responsibility Allowances: Commercial Director - \$2,700 (\$2,600)
Technical Director - \$2,700 (\$2,600)
Major Head - \$2,600 (\$2,500)
Minor Head - \$1,725 (\$1,650)
Assistant Head - \$1,100 (\$1,050)

Health and Welfare: Life Insurance - Coverage equals twice annual salary or \$75,000 whichever is greater (previously twice annual salary).

Long Term Disability - \$1,800 (\$1,500) per month.

Professional Development and Education Leave Fund: \$70,000 (\$55,000) per school year.

Ottawa Board of Education - Employees' Association (Ind.) (800 maintenance, services and plant operations employees): A 12-month renewal agreement effective from March 16, 1981 to March 15, 1982, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 16/81</u>
	General Increases	11.1% plus \$75*
	<u>Full-time Employees</u>	
	Chief Custodian	\$16,339.00
		(\$14,639.00)

Mar. 16/81

Electrician Maintenance	\$20,626.00
Category 1	(\$18,498.00)

Part-time Employees

Kitchen Assistant	\$4.76 (\$4.25)
Caretaker	\$5.84-\$6.23 (\$5.22-\$5.57)

*\$75 payment to be pro-rated for part-time employees.

Hours of Work: 40 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (23) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years.

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (1,000 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Increases	9.5% for Teachers; 9% for Principals; 9.5% for Vice-Principals
	Teacher - Level D 0-6 years	\$13,291-\$18,336 (\$12,138-\$16,745)
	Teacher - Level A1 0-10 years	\$18,028-\$29,627 (\$16,464-\$27,057)
	Teacher - Level A4 0-10 years	\$21,042-\$36,347 (\$19,216-\$33,194)
	Vice Principal 0-5 years	\$33,289-\$38,263 (\$30,401-\$34,943)
	Principal 0-7 years	\$37,698-\$44,864 (\$34,585-\$41,160)

Lump Sum Payments: Effective January 1982, Principal - \$200; Effective June 1982, Vice-Principal - \$138.

Health and Welfare: Life Insurance - \$45,000 coverage, 100% (80%) employer paid; optional \$50,000 coverage, teacher paid.

Dental Plan - Premium cost is split 50/50 with payments based on the 1980 (1979) Ontario Dental Association fee schedule.

Perth County Board of Education - Ontario Secondary School Teachers' Federation

(Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 291 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>
	Increases	10.25%		10% for Teachers; 9% for Principals and Vice-Principals.
	Additional Adjustments		Revision of salary sche- dule*	Revision of salary sche- dule*
	Teacher Group 1 0-11 years	\$16,509-\$28,323 (\$14,973-\$25,690)		
	Teacher Group 4 0-11 years	\$19,816-\$36,052 (\$17,971-\$32,700)		
	Vice-Principal 0-2 years	\$39,938-\$42,510 (\$36,640-\$39,000)		
	Principal 0-2 years	\$45,524-\$48,096 (\$41,765-\$44,125)		

*Adjustments up or down in salaries of Teachers, Principals and Vice-Principals will depend upon the salary schedule amounts established by at least 80% of the Province of Ontario School Boards for each of the 2 school years. The actual grid figure established to be midway between the salary figure ranked immediately below and the salary figure ranked immediately above in each of the school years.

Responsibility Allowances: Shop and Commercial Director and Department Head - \$2,766 (\$2,585). Effective September 1, 1982, \$2,960.

Assistant Department Head and Assistant Director - \$1,295 (\$1,210). Effective September 1, 1982, \$1,385.

Minor Head - \$1,883 (\$1,760). Effective September, 1, 1982, \$2,015.

Allowances are paid on a pro-rated basis where the teacher is appointed for less than one full school year (new).

Extra Degree Allowances: Post Graduate or Master's Degree - \$630 (\$600) per year. Effective September 1, 1982, \$662.

Audio Visual Allowance: \$883 (\$825) per year. Payable on a pro-rated basis where the teacher is appointed for less than one full school year (new). Effective September 1, 1982, \$945.

Short Term
Professional
Development
and Sabbatical
Leave Fund:

Employer contributes \$110 (\$82) per member of teaching staff under contract on January 1 of applicable calendar year.

Stormont, Dundas and Glengarry County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Sept. 1/81

General Increase 11%

Teacher D \$12,315-\$17,025
0-5 years (\$11,095-\$15,340)

Teacher Group 1 \$17,120-\$29,075
0-11 years (\$15,420-\$26,195)

Teacher Group 4 \$19,690-\$35,965
0-11 years (\$17,725-\$32,400)

Responsibility Allowances: Principal - \$2,664 (\$2,400) plus \$427 (\$385) per teacher per year to a maximum of 16 teachers.

Vice-Principal - \$4,104 (\$3,765).

Acting Pay (new): \$13 a day for teacher acting on behalf of Principal in his absence.

Maternity Leave: Teacher receives pay for the 2 weeks waiting period before receiving Unemployment Insurance Commission benefits, at the applicable U.I.C. rate (new).

Health and Welfare: Life Insurance - Employer pays 85% (50%) of premium costs.

OHIP, Semi-Private Hospitalization, Extended Health Care, Dental Plan - Employer pays 85% (80%) of premium costs.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (860 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Effective Sept. 1/81

Average Increase 12%

Teacher - Group 1 \$17,484-\$28,874
0-10 years (\$15,610-\$25,780)

Sept. 1/81

Teacher - Group 4	\$20,456-\$37,496
0-12 years	(\$18,264-\$33,480)

Vice-Principal

Less than 500 students	\$41,250-\$43,500
0-3 years	

500 or more students	\$42,000-\$44,250
0-3 years	

(Previously, one category of vice-principals \$37,000-\$39,100.)

Principal

Less than 500 students	\$44,900-\$47,150
0-3 years	(\$39,600-\$41,700)

500 or more students	\$47,200-\$49,450
0-3 years	(\$41,600-\$43,700)

Cost of Living
Provision:

Deleted. (Previous formula generated a \$200 lump sum payment.)

Responsibility
Allowances:

Director - \$2,800 (\$2,500) qualified;
\$1,850 (\$1,600) unqualified.
Major Head - \$2,700 (\$2,400) qualified;
\$1,800 (\$1,600) unqualified.
Minor Head - \$2,150 (\$1,900) qualified;
\$1,600 (\$1,400) unqualified.
Subject Supervisor - "A" Level \$1,400 ((\$1,200).
"B" Level \$900 (\$800).
Assistant Head - \$900 ((\$800).
In-School Co-ordinator of Special Education - \$2,150 (\$1,900)
qualified; \$1,850 (\$1,400) unqualified.
Master Teachers - \$3,900 (\$3,500).
Co-ordinators - \$3,900 (\$3,500).

Health and
Welfare:

Life Insurance for Spouse and Dependants (new) - \$5,000 for
spouse; \$2,000 for dependants. Employer pays premium costs.

Dental Plan - Payments to be based on the 1980 (1979) Ontario
Dental Association fee schedule.

Vision Care - \$75 (\$60) every 2 years.

Victoria County Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1,
1981 to August 31, 1982, covering 290 employees, settled at the
bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	14.05%
	Teacher Level D 0-6 years	\$12,529-\$18,425 (\$10,985-\$16,155)
	Teacher Level A1 0-11 years	\$16,951-\$29,112 (\$14,862-\$25,524)
	Teacher Level A4 0-12 years	\$20,268-\$36,850 (\$17,770-\$32,309)
Cost of Living Allowance:	Deleted.	
Responsibility Allowances:	<u>Principal</u> - Base salary of \$37,050, plus \$6,000 for 500 students and over, \$4,000 for 200 to 499 students, and \$2,000 for up to 199 students. (Previously, salary based on number of teachers in school.)	
	<u>Vice-Principal</u> - \$3,224 for 500 students and over, \$2,920 for 200 to 499 students, and \$2,434 for up to 199 students. (Previously \$3,130 for 25 and up teachers, \$2,835 for 14.0-24.9 teachers, \$2,363 for 9.0-13.9 teachers, and \$1,617 for 8 teachers.)	
Extra Degree Allowances:	<u>Bachelor of Education Degree</u> - \$207 (\$182) for teachers initially employed in previous years with only a Bachelor of Arts degree.	
	<u>Master's Degree</u> - \$744 (\$653).	
	<u>Doctorate Degree</u> - \$903 (\$792).	
Health and Welfare:	<u>Life Insurance</u> - Employer pays 75% of premium costs for \$10,000 (\$5,000) of compulsory term insurance and for \$50,000 (\$45,000) of optional term insurance.	
	<u>Dental Plan (new)</u> - Employer pays 50% of premium costs for Blue Cross # 7, plus Riders # 1 and 3, payable on a 50%/50% co-insurance basis. Payments are based on the 1981 Ontario Dental Association fee schedule.	
Professional Development Fund:	\$6,860 (\$6,124) for the calendar year 1982.	

Waterloo County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,670 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>June 11/82</u>
General Increases (Teachers' Grid)		11.5%	1.75%
Teacher - Category D 0-6 years		\$14,030-\$18,816 (\$12,583-\$16,875)	\$14,276-\$19,145
Teacher - Category A1 0-10 years		\$17,053-\$29,078 (\$15,294-\$26,079)	\$17,351-\$29,587
Teacher - Category A4 0-10 years		\$20,891-\$36,639 (\$18,736-\$32,860)	\$21,257-\$37,280
Vice-Principal 0-4 years		\$36,157-\$39,650 (\$31,441-\$35,871)	\$36,790-\$40,344
<u>Principals</u> 0-4 years			
B School		\$36,157-\$41,897	\$36,790-\$42,630
A School		\$40,006-\$44,073	\$40,706-\$44,844
A Schools - 15 or more teachers or senior and composite schools of 12 or more teachers. B Schools - less teachers than A schools.			
(Previously, there were 3 categories of principal salaries ranging from \$31,441 to \$40,294.)			

Co-ordinator 0-4 years	\$40,006-\$44,073 (\$36,227-\$40,294)	\$40,706-\$44,844
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Effective	<u>Sept. 1/82</u>
General Increase (Teachers' Grid)	10%
Teacher - Category D 0-6 years	\$15,704-\$21,060
Teacher - Category A1 0-10 years	\$19,086-\$32,546
Teacher - Category A4 0-10 years	\$23,383-\$41,008
Vice-Principal 0-4 years	\$40,469-\$44,378
<u>Principals</u> 0-4 years	
B School	\$40,469-\$46,893

	<u>Sept. 1/82</u>
A School	\$44,777-\$49,328
Co-ordinator 0-4 years	\$44,777-\$49,328
Previous rates shown in brackets include \$150 lump sum payment made December 12, 1980 and \$330 March 6, 1981.	
Lump Sum Payments:	Effective October 16, 1981, \$225; prorated for part-time teachers; not to be added to the grid. Effective June 11, 1982 an additional lump sum payment equal to 1.75% of employee's salary added to grid.
Cost of Living Allowance (new):	1% of monthly salary for each 1% rise in the Consumer Price Index - 1971=100, above the August 1982 base. Triggers at 10%. Thereafter calculated monthly. Payment of any allowance generated to be made October 15, 1983.

	<u>Sept. 1/82</u>
Responsibility Allowances:	Consultant \$3,300 (\$3,160)
	Senior Consultant \$4,300 (\$4,160)
Health and Welfare:	<u>Life Insurance</u> - Employee may elect \$2,000 or \$25,000 (\$2,000 or \$15,000) of coverage. Employer pays 90% of premium costs.
	<u>Supplemental Health</u> - \$100 (\$75) allowance for prescription glasses every 2 years.
	<u>Dental Plan</u> - Effective September 1, 1982, employer pays 75% (66 2/3%) of premium costs. No deductible (\$10).

Waterloo County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,100 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>June 11/82</u>
	General Increases (Teachers' Grid)	11.5%	1.75%
	Teacher - Category 1 0-10 years	\$17,053-\$29,078 (\$15,294-\$26,079)	\$17,351-\$29,587
	Teacher - Category 4 0-10 years	\$20,891-\$36,639 (\$18,736-\$32,860)	\$21,257-\$37,280
	Vice-Principal 0-4 years	\$40,006-\$44,073 (\$36,227-\$40,294)	\$40,706-\$44,844

	<u>Sept. 1/81</u>	<u>June 11/82</u>
Co-ordinator	\$40,006-\$44,073 (\$36,227-\$40,294)	\$40,706-\$44,844
Principal	\$45,897-\$49,885 (\$42,118-\$46,106)	\$46,700-\$50,758

Effective	<u>Sept. 1/82</u>
General Increases (Teachers' Grid)	10%
Teacher - Category 1 0-10 years	\$19,086-\$32,546
Teacher - Category 4 0-10 years	\$23,383-\$41,008
Vice-Principal 0-4 years	\$44,777-\$49,328
Co-ordinator	\$44,777-\$49,328
Principal	\$51,370-\$55,834

Cost of Living Allowance: 1% of monthly salary for each 1% rise in the Consumer Price Index above the August 1982 base. Triggers at 10%. Thereafter calculated monthly. Payment of any allowance generated to be made October 15, 1983. (Previous formula triggered after a 6.8% rise; was based on 1% of \$30,000 divided by 12, and paid approximately \$50 June 1981. The second and last adjustment is scheduled for October 1981.)

	<u>Sept. 1/82</u>
Responsibility Allowances:	
Consultant	\$3,300 (\$3,160)
Senior Consultant	\$4,300 (\$4,160)

Health and Welfare: Life Insurance - Employee may elect \$2,000 or \$25,000 (\$2,000 or \$15,000) of coverage. Employer pays 90% of premium costs.

Supplemental Health - \$100 (\$75) allowance for prescription glasses every 2 years.

Dental Plan - Effective September 1, 1982, employer pays 75% (66 2/3%) of premium costs. No deductible (\$10).

Wellington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (725 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
	General Increase	11.3%	*
	Teacher - Category D 0-6 years	\$13,153-\$18,480 (\$11,812-\$16,596)	
	Teacher - Category A1 0-10 years	\$17,942-\$29,468 (\$16,113-\$26,464)	
	Teacher - Category A4 0-11 years	\$20,565-\$36,300 (\$18,469-\$32,600)	

Cost of Living Allowance (new): *Increase will equal the percentage rise in the Consumer Price Index - 1971=100 between April 1981 and April 1982 less 1.5%.

Note: Effective in the second year, the following allowances increase using the formula outlined above, with the percentage increase triggered at 5.5%.

Responsibility Allowances:	Principals
	4 - 9.9 teachers 0-8 years
	\$3,097-\$7,899 (\$2,894-\$7,382)
	10 - 19.9 teachers 0-8 years
	\$3,981-\$8,784 (\$3,721-\$8,209)
	20 or more teachers 0-8 years
	\$4,739-\$9,669 (\$4,429-\$9,036)
	Vice-Principal 0-4 years
	\$2,465-\$3,475 (\$2,304-\$3,248)
	Consultant 0-6 years
	\$2,917-\$4,907 (\$2,717-\$4,843)

Extra Degree Allowance: Ph.D., M.A., M.Sc., M.Math - \$1,137 (\$1,063).
Other Master Degrees - \$759 (\$709).

Special Education Allowance: \$500 for Elementary or Intermediate Certificate (\$354 for Elementary and \$590 for Intermediate). Specialist to be 'grandfathered' at \$800 (\$827). Effective September 1, 1982, \$500 for all 3 categories.

Wellington County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (545 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
	General Increase (Teachers' Grid)	11.3%	*

Sept. 1/81

Teacher - Category I 0-10 years	\$17,942-\$29,468 (\$16,113-\$26,464)
Teacher - Category IV 0-11 years	\$20,565-\$36,300 (\$18,469-\$32,600)
Vice-Principal 0-4 years	\$40,350-\$43,634 (\$36,566-\$39,542)

Principals

0-500 students 0-3 years	\$45,137-\$48,147 (\$40,904-\$43,631)
Over 500 students 0-4 years	\$45,958-\$49,720 (\$41,648-\$45,057)

Cost of Living Allowance (new): *Increase will equal the percentage rise in the Consumer Price Index - 1971=100 between April 1981 and April 1982 less 1.5% in the case of teachers and less 2.5% in the case of principals and vice-principals.

Note: Effective in the second year, the following allowances increase using the formula outlined above, with the percentage increase triggered at 5.5%.

Responsibility Allowances:	Consultant 0-5 years	\$2,917-\$4,907 (\$2,726-\$4,586)
	Director or Major Head	\$2,918 (\$2,727)

Extra Degree Allowance: \$930 (\$743) for Master's degree not related to area of teaching.

Related Experience Allowance: \$398 (\$372) per year to a maximum of \$3,980 (\$3,720).

Special Education Allowance:	Elementary Certificate - \$398 (\$372) Intermediate Certificate - \$663 (\$620) Specialist Certificate - \$929 (\$868)
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Wellington County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A
12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	11.2%
	Teacher Level 1 0-6 years	\$12,511-\$18,208 (\$11,251-\$16,374)

Sept. 1/81

Teacher Level 4	\$15,840-\$29,068
0-11 years	(\$14,245-\$26,140)
Teacher Level 7	\$19,292-\$35,458
0-13 years	(\$17,349-\$31,887)

Health and Welfare: Dental Plan - Payments are based on the 1981 (1977) Ontario Dental Association fee schedule.

"4 over 5 Years" Leave Plan (new): Committee to discuss details for implementation of plan on January 31, 1982.

Ryerson Polytechnical Institute Board of Governors at Toronto - Faculty Association (Ind.) (550 employees): A 24-month renewal agreement effective from July 1, 1980 to June 30, 1982, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>July 1/80</u>	<u>July 1/81</u>
	General Increases	9%	10%
	Teacher - 3 Year Degree 0-14 years	\$18,313.95-\$33,815.22 (\$16,801.79-\$31,023.14)	\$20,145.35-\$37,196.7
	Teacher - 4 Year Degree 0-14 years	\$19,253.59-\$35,221.54 (\$17,663.84-\$32,313.34)	\$21,178.95-\$38,743.6
	Teacher - Master's Degree 0-14 years	\$21,132.92-\$38,040.54 (\$19,388.00-\$34,899.58)	\$23,246.21-\$41,844.5
	Teacher - PhD/M. Phil. 0-11 years	\$24,185.24-\$38,040.54 (\$22,188.29-\$34,899.58)	\$26,603.76-\$41,844.5

Cost of Living Provision: Inoperative (unchanged).

University of Guelph - Staff Association (Ind.) (840 office, clerical, laboratory and technical employees): A 12-month wage reopener agreement effective from July 1, 1981 to June 30, 1982, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/81</u>
	General Increase	9.3%
	<u>Weekly Rates</u>	
	Receptionist Typist	\$171.95-\$222.19 (\$157.31-\$203.29)

July 1/81

Draftsman/Woman	\$240.67-\$346.13 (\$220.19-\$316.68)
Technical Staff (Level 6)	\$395.23-\$557.94 (\$361.60-\$510.47)

Revision to Wage Progression - Salary ranges have 5 (3) steps with maximum reached after 36 months of service. An amount equivalent to 1.5% of staff salaries will be used to place current staff into their proper step.

Merit Pay - Fund equals 1.4% (unchanged) of gross salary for the bargaining unit.

Hours of Work: 35 per week (unchanged).

University of Toronto - Local 204, Service Employees (AFL-CIO/CLC) (720 service employees): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
General Increases		75¢	81¢
Average Adjustment*		15¢	
Housemaid		\$6.76 (\$6.01)	\$7.57
Head Cook		\$8.06 (\$6.96)	\$8.87
Chief Maintenance Worker		\$8.99 (\$8.24)	\$9.80

*Lead hand - 15¢, Service Worker Radiation - 50¢, Head Cook - 35¢.

Hours of Work: Most maintenance employees - 40 per week; most store people - 37 1/2 per week (unchanged).

Overtime Pay: Double time (time and one-half) on Sunday or the seventh consecutive day of work.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 4 weeks plus 1 day at 8.4% pay for the 13th year of service only, 4 weeks plus 2 days at 8.8% for the 16th year only, 4 weeks plus 3 days at 9.2% for the 19th year only, and 4 weeks plus 4 days at 9.6% for the 22nd year only (new). Also 1 to 13 days during the first 11 months, 2 weeks after 1 year, 3 weeks after 2 years, 4 weeks after 10 years and 5 weeks after 25 years (unchanged).

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Meal Allowance: \$4.50 (\$3.50).

Safety Shoe Allowance: \$25 per year if required. Effective July 1, 1982, \$35. (Previously, the first pair was free; thereafter employer paid an \$8 allowance once per year or whenever a pair required replacement due to an accident at work.)

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food services employees): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
General Increase		11%	Wage reopener
Additional Adjustment		23q prior to increase for Food Services Assistant	
Food Services Assistant		\$6.03 (\$5.20)	
Custodian 1		\$7.45 (\$6.71)	
Electrician		\$9.89 (\$8.91)	

Shift Premium: 40¢ (30¢) per hour on any one of the three daily shifts for a Shift Engineer 2nd Class.

Lead Hand Premium: 60¢ (40¢) per hour.

Bereavement Leave: 4 calendar days to attend the funeral of a wife, husband, son or daughter. (Previously, 4 calendar days only when funeral held on 4th day).

Health and Welfare: Dental Plan (new) - Employer pays 100% of premium costs for a plan which is payable on an 80%/20% co-insurance basis for basic dental work and on a 50%/50% co-insurance basis for sophisticated work.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital and 64 other Ontario hospitals - Various Locals, Canadian Union of Public Employees (CLC) (16,415 service, paramedic and office employees): Several 24-month renewal agreements* effective from September 29, 1980 to September 28, 1982, settled by arbitration. Duration of negotiations - 13 months.

*The actual number of agreements exceed 65 since some participating hospitals have separate contracts with their full-time service employees, part-time service employees and office staff.

Wages:	Effective	<u>Sept. 29/80</u>	<u>June 1/81</u>
General Increases		65¢	15¢
Maintenance Trades Adjustments		15¢	
Additional Adjustments		**	
<u>Monthly Rates (Ottawa Civic Hospital)</u>			
Ward Housekeeper 0-2 years		\$1,068.47-\$1,102.73 (\$962.44-\$996.50)	\$1,092.94-\$1,127.19
R.N.A. 0-3 years		\$1,177.76-\$1,251.17 (\$1,071.73-\$1,145.14)	\$1,202.23-\$1,275.64
Plasterer		\$1,541.53 (\$1,406.14)	\$1,566.00
	Effective	<u>Sept. 29/81</u>	<u>June 1/82</u>
General Increases		50¢	35¢
Maintenance Trades Adjustments		15¢	
Ward Housekeeper 0-2 years		\$1,174.50-\$1,208.76	\$1,231.59-\$1,265.85
R.N.A. 0-3 years		\$1,283.79-\$1,357.20	\$1,342.68-\$1,415.93
Plasterer		\$1,647.56	\$1,704.66

**Prior to general increase, maximum rates for all R.N.A./Orderlies are adjusted to \$7.03 per hour and for all Ambulance Driver Attendants to \$8.18 per hour.

Hours of Work:	37 1/2 week (unchanged).
Shift Premium:	0-\$2.00-\$2.00 (0-\$1.85-\$1.85). Effective September 29, 1981, 0-\$2.10-\$2.10.
Standby Pay:	\$1.25 (\$1.00) per hour.
Overtime Pay on Paid Holidays:	All hospitals to pay double time. (Previously varied - some paid double time and one-half.)
Paid Holidays:	11 days (unchanged).

Paid Vacation:	3 weeks after 3 years' service (previously many hospitals had 3 after 4; Ottawa Civic Hospital had and retains 3 weeks after 1 year). Also 4 weeks after 12 years and 5 weeks after 20 years (unchanged).
Adoption Leave:	Unpaid leave may be extended 6 months (new). Discretion is granting initial period of leave remains with the employer.
Bereavement Leave:	1 day's mourner leave if employee unable to attend funeral (new).
L-M Committee Paid Leave (new):	For attendance at Labour - Management Committee meetings.
Maternity Leave:	Unpaid leave may be extended 6 months (new).
Witness Leave:	Paid leave for employees called as a witness in a Coroner's Inquest in cases arising out of employee's duty (new).
Health and Welfare:	<u>Life Insurance</u> - Employer pays 90% of premium costs for all hospitals (varied - some hospitals provided less.) <u>Semi-Private Hospitalization</u> - Employer pays 50% of premium costs. <u>Dental Plan</u> - Effective July 1981, Blue Cross Dental Plan 9 (7) is implemented. Effective September 29, 1981 payments are based on the 1981 (1979) Ontario Dental Association fee schedule.
Notice of Layoff:	Employer must discuss the matter with the Union at least 30 days in advance of any lay-offs (new).
Allowance for Work Outside of Bargaining Unit:	\$3 (\$2.50) per shift.
Temporary Transfer Within Bargaining Unit (new):	Employee to receive the rate in the higher classification immediately above his regular rate.
Protective Footwear Allowance:	\$25 per year (varied amongst hospitals).
Allowance for Part-time Employees:	12% of hourly wage rate (varied - some hospitals 10%, some 15¢ or 20¢ per hour, others nothing).
Superior Conditions:	Certain provisions, described as technical contract language were standardized for all hospitals regardless of whether or not they previously held superior or inferior provisions. For the more tangible and monetary revisions award, superior provisions are to prevail and be maintained wherever they do exist.

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC) (service employees): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 425 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/81	Mar. 28/82
Increases		10.5%-25% approx. due to total restructuring of wage schedule	9.3%-17.8% approx. due to total restructuring of wage schedule
Maid		\$1,030-\$1,120 (\$894.66-\$971.48)	\$1,155-\$1,320
R.N.A.		\$1,230-\$1,320 (\$1,105.03-\$1,182.23)	\$1,345-\$1,510
Electrician		\$1,705-\$1,795 (\$1,575.85)	\$1,865-\$2,030

Probationary period is 65 worked days for all employees except temporaries. (Previously, 40 worked days for regular part-time employees.) Maximum rates are reached after 2 years. Effective March 28, 1982, maximum rates are reached after 3 years. (Previously, Electrician received a flat rate.)

Shift Premium:	0-26¢-26¢ (0-24¢-24¢). Effective March 28, 1982, 0-28¢-28¢.
Long Service Premium:	\$2.50 (\$2) per week after 15 years' service, \$3.50 (\$3) after 20 years, \$4 (new) after 25 years, and \$8 (new) after 35 years. Effective in 1982, \$3, \$4, \$4.50 and \$9 per week, respectively, depending on years of service. To be paid as a lump sum in December of each year.
Paid Vacation:	4 weeks after 8 (10) years' service and 5 weeks after 22 (25) years. Effective May 1, 1982, 5 weeks after 20 years.
Health and Welfare:	<u>Dental Plan</u> - Both parties agree to discuss the possibility of introducing a dental plan effective April 1, 1982. If the plan is introduced, the employer will contribute 50% of premium costs.

Scarborough General Hospital - Local 581, Ontario Public Service Employees Union (NUPGE) (CLC): A 24-month renewal agreement effective from June 1, 1981 to May 31, 1983, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	June 1/81	Dec. 1/81
General Increases		11%	2%
Additional Adjustment		Accounting Clerk is deleted	

	<u>June 1/81</u>	<u>Dec. 1/81</u>
<u>Monthly Rates</u>		
Clerk I	\$915-\$1,030 (\$824-\$928)	\$933-\$1,051
Medical Secretary	\$1,260-\$1,424 (\$1,135-\$1,283)	\$1,285-\$1,452
Effective	<u>June 1/82</u>	<u>Dec. 1/82</u>
General Increases	11%	2%
Clerk I	\$1,036-\$1,167	\$1,057-\$1,190
Medical Secretary	\$1,426-\$1,612	\$1,455-\$1,644

Probationary period for full-time employees is 3 months. Maximum rates for Medical Secretary and Clerk I are reached after 2 years.

Shift Premium: 0-\$2.00-\$2.00 (0-\$1.75-\$1.75) per shift. Effective in 1982, 0-\$2.10-\$2.10 per shift.

Paid Vacation: 3 weeks after 3 (4) years' service, and 5 weeks after 20 (22) years. Part-time employee transferring to full-time work or vice-versa is credited with combined continuous service (new).

Vacation Pay (Part-time employees): 6% (4%) after 5,850 hours' service (new).

Bereavement Leave: 1 day's paid leave if employee cannot attend the funeral (new).

Health and Welfare: Life Insurance - Employer pays 100% (80%) of premium costs.

Extended Health Care - Employer pays 75% (50%) of premium costs.

Responsibility Allowance: \$2 (\$1.85) per shift.

Part-time Employees: Pay in Lieu of Fringe Benefits - 8% (6%) of basic pay.

Sunnybrook Hospital and 45 other Ontario hospitals - Various Locals, Service Employees (AFL-CIO/CLC) (9,000 employees): Several 12-month renewal agreements* effective from June 1, 1981 to May 31, 1982, with wages retroactive to April 1, 1981, settled by arbitration. Duration of negotiations - 10 months.

*The actual number of agreements exceeds 46 in that some of the 30 participating bargaining units for part-time employees sign separate contracts; others are attached as addenda to the full-time agreements.

Wages:	Effective	<u>Apr. 1/81</u>	<u>June 1/81</u>	<u>Oct. 1/81</u>
General Increases		65¢	15¢	50¢
Maintenance		15¢		10¢
Trades Adjustments				
<u>Monthly Rates (Sunnybrook Hospital)</u>				
Housekeeping Aide 0-3 years	\$1,089-\$1,111 (\$977-\$999)	\$1,115-\$1,137	\$1,188-\$1,210	
R.N.A. 0-3 years	\$1,232-\$1,251 (\$1,119-\$1,139)	\$1,258-\$1,279	\$1,330-\$1,350	
Electrician 0-6 months	\$1,466-\$1,506 (\$1,353-\$1,393)	\$1,492-\$1,532	\$1,573-\$1,631	
Hours of Work:	Effective July 1, 1981, 37 1/2 (40) per week without a decrease in monthly pay. Represents an average hourly increase of approximately 43¢.			
Shift Premium:	0-\$2.10-\$2.10 (0-\$1.85-\$1.85).			
Standby Pay and Call-back:	\$1.25 (\$1.00) per hour. To be paid throughout the standby period even if called into work (ceases if called into work). The minimum guarantee for a call-back is to cover all calls made during the period of stand-by (new).			
Paid Holidays:	11 days (unchanged).			
Paid Vacation:	3 weeks after 3 (4) years' service, 4 weeks after 10 (12) years and 5 weeks after 20 (22) years. Also 2 weeks after 1 year (unchanged).			
Bereavement Leave:	1 day for brother-in-law, sister-in-law, son-in-law or daughter-in-law (new).			
Education Leave: (new):	Employer to pay cost of course required for employment qualification. Paid leave granted to write exams.			
Maternity Leave:	10 (12) months service requirement. Period of leave extended to 6 months (17 weeks). Competitive seniority, but not benefit seniority, continues to accrue during leave (new).			
Workers' Compensation Leave:	Competitive seniority continues to accrue for up to 1 year for employees absent due to a compensable disability (new).			
Paid Leave for Negotiations (new):	Up to 7 employees serving on Central Negotiating Committee up to the point of arbitration.			
Health and Welfare:	<u>Life Insurance</u> - Effective July 1, 1981, employer pays 90% (75%) of premium costs.			

OHIP - Effective July 1, 1981, employer pays 100% of premium costs at all hospitals (Sunnybrook already at 100%).

Extended Health Care - Effective July 1, 1981 employer pays 75% (50%) of premium costs at all hospitals (Sunnybrook and most other hospitals already at 75%).

Dental Plan - Effective October 1, 1981, convert coverage from basic to comprehensive. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Employer pays 50% of premium costs (unchanged).

Meal Allowance:	\$4 after 3 hours' overtime (new for most hospitals).
Uniform Allowance (new):	Employer to supply and launder uniforms or grant an allowance of \$40 per year.
Contracting Out:	Employer must meet with the Union at least 30 days prior to any layoffs or downgradings due to contracting out. (new).
Allowance for Part-time Employees:	In lieu of fringe benefits, 12% of pay (for hospitals that were paying 10%) and a corresponding increase for hospitals that had been paying on a different basis.
Superior Conditions:	Certain provisions, described as technical contract language were standardized for all hospitals regardless of whether or not they previously held superior or inferior provisions. For the more tangible and monetary revisions awarded, superior provisions are to prevail and be maintained wherever they do exist.

Durham Regional Municipality (Homes for the Aged) - Local 132, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Aug. 1/81</u>
	General Increases	65¢	15¢
	Classification Adjustments	5¢ for maintenance workers and assistant chef	
	Housekeeping Aide	\$6.72 (\$6.07)	\$6.87
	Maintenance Worker II	\$8.29 (\$7.59)	\$8.44
	Effective	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
	General Increases	50¢	35¢

	<u>Jan. 1/82</u>	<u>Aug. 1/82</u>
Classification Adjustments	5¢ for maintenance workers and assis- tant chef	
Housekeeping Aide	\$7.37	\$7.72
Maintenance Worker II	\$8.99	\$9.34

Health and
Welfare:

Major Medical - Maximum claim for eyeglasses is \$70 (\$60) every 2 years.

Dental Plan - Employer pays 85% (75%) of premium costs.

PERSONAL SERVICES

Canadian National Institute for the Blind (Ontario Division), province-wide - Local 681, Service Employees (AFL-CIO/CLC): A 20-month renewal agreement effective from June 5, 1981 to January 31, 1983 with wages retroactive to February 1, 1981, covering 368 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Feb. 1/81</u>	<u>Feb. 1/82</u>
General Increases		9 1/2%	10%
Additional Adjustments		5¢ for Unit Operator 1 and Stand Operator 1	
General Help		\$5.04 (\$4.60)	\$5.54
Vending Technician		\$6.57-\$7.88 (\$6.00-\$7.20)	\$7.23-\$8.67

Probationary period is 50 days worked (2 months of employment) for all new employees except employees rehired within 1 (2) years. Maximum rates for Vending Technician are reached after two 6-month and one 12-month increase.

Bereavement
Leave:

Principal guardian is added to the definition of the immediate family for up to 3 days' paid leave.

Health and
Welfare:

Extended Health Care - Employer pays 75% (50%) of premium costs.

Safety Shoe
Allowance:

Employer pays 100% of the cost, where required (previously \$10 per pair).

Four Seasons Hotel Toronto (Four Seasons Yorkville) - Local 351, Textile Processors, Service Trades, Health Care, Professional and Technical Employees (AFL-CIO/CLC)*: A 36-month renewal agreement effective from March 28, 1981 to March 27, 1984, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

*Previously known as the Laundry Workers (CLC).

Wages:	Effective	<u>Mar. 28/81</u>	<u>Mar. 28/82</u>	<u>Mar. 28/83</u>
	Increases	35¢-\$1.06	30¢-\$1.00	25¢-\$1.07
	Waitress	\$3.79 (\$3.44)	\$4.14	\$4.54
	Housekeeper	\$4.60 (\$4.05)	\$5.30	\$6.05
	Electrician	\$9.60 (\$8.60)	\$10.60	\$11.67
Call-In Pay (new):	Minimum 6 hours' pay at regular rate.			
Holiday Pay:	Time and one-half for all hours worked on Civic Holiday (new). Effective in 1982, time and one-half for Remembrance Day (new). Effective in 1983, time and one-half for Boxing Day (new).			
Paid Holidays:	Effective in 1982, employee's anniversary date of employment is added for a total of 11 days.			
Sick Leave (new):	Effective July 1, 1981, after 5 working days of illness for employees who have completed their 90-calendar days probationary period and are eligible to collect from the Health and Welfare Plan on the eighth day. Maximum claim once per year.			
Health and Welfare Fund:	Effective July 1, 1981, employer contributes \$26 (\$22) per month per employee. Effective January 1, 1982, \$40. Effective January 1, 1983, \$45.			
	OHIP - Employer pays 100% of premium costs for employees on staff as of ratification. (Previously, \$19 single/\$38 family.) New employees pay 100% during probation, 50% after 3 months and 0% after 6 months.			
Group Check-In Allowance:	\$1.25 (\$1.00) per person in and \$1.25 (\$1.00) per person out.			

Toronto (Harbour Castle) Hilton Hotel, a Division of Campeau Corporation - Local 351, Textile Processors, Service Trades, Health Care, Professional and Technical Employees* (AFL-CIO/CLC) (900 employees): A 35-month renewal agreement effective June 16, 1981 to May 15, 1984, settled at the conciliation officer stage. Duration of negotiations - 4 months.

*Previously known as the Laundry Workers (CLC).

Wages:	Effective	<u>June 16/81</u>	<u>Jan. 1/82</u>	<u>June 16/82</u>
	Average Increases	17% except gratuity employees - 23.5%		9%
	Adjustments		75¢ for Senior Houseman, House- man, Maid, Seam- stress and Linen/ Uniform Attendant	
	Waiter/Waitress	\$3.70 (\$3.05)	\$3.70	\$3.95
	Maid	\$4.50 (\$4.00)	\$5.25	\$5.50
	Maintenance 10 to Maintenance 1**	\$5.39-\$8.03	\$5.39-\$8.03	\$6.03-\$8.95
	Effective	<u>Jan. 1/83</u>	<u>June 16/83</u>	
	Average Increase		8%	
	Adjustments.	25¢ for Senior Houseman House- man, Maid, Seam- stress and Linen/ Uniform Attendant		
	Waiter/Waitress	\$3.95	\$4.30	
	Maid	\$5.75	\$6.00	
	Maintenance 10 to Maintenance 1**	\$6.03-\$8.95	\$6.69-\$9.85	

**Previously only 5 levels. Ranged from \$4.42 to \$6.30.
Individual merit rates placed into the contract.

Probationary Rate - Differential with regular salary schedule not to be greater than \$1 or less than regular rates under the previous agreement. (Previously, 10% less than regular rates.)

Hours of Work: 40 per week (unchanged).

Gratuities (new): Bell person - Minimum 75¢ in and 75¢ out for each bag on tour. Effective January 1, 1983, \$1 and \$1. Also 25¢ per hour when assigned to deliver newspapers and other guest - related items.

Room service waiter - \$1 per complimentary item delivered to guest. \$5 to set up a complimentary bar in a guest's room. 10% of the menu price for management orders delivered.

Reporting Allowance:	Minimum 6 (4) hours of work or pay at straight time. Effective June 16, 1982, 8 hours.
Paid Holidays:	11 days (unchanged).
Work on a Holiday:	Straight time plus holiday pay without having to take a lieu day. (Previously, straight time, plus a paid lieu day.)
Paid Vacation:	4 weeks after 14 years' service (new). Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).
Bereavement Leave:	1 day to attend the funeral of a grandparent (new).
Sick Leave Plan (new):	Pays first 5 work days absent if employee qualifies for the Union's Weekly Indemnity Plan whose benefits commence after 8 days. Applicable once per year.
Health and Welfare:	<p><u>Health and Welfare Fund/Employer Contribution</u> - Effective June 16, 1981, \$24 (\$18) per month per full-time employee. Effective January 1, 1982, \$40. Effective January 1, 1984, \$45.</p> <p><u>OHIP</u> - Employer pays 50% of premium costs following an employee's probationary period and 100% after 1 year of service. (Previously, \$13 per month after 5 months of service and \$26 per month after 11 months. Half these amounts for single employees).</p>
Training Session Pay (new):	Regular straight time wages paid for all time spent at required training sessions or communications meetings.
Tool Allowance (new):	\$62.50 per year for all employees in the Engineering Department with at least 1 year of seniority and who are required to provide their own tools.
Union Security:	Each employee in the bargaining unit must become and remain a member of the Union in good standing as a condition of continued employment upon the completion of the employee's probationary period (new).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (800 communications group employees): A 24-month renewal agreement effective from December 22, 1980 to December 21, 1982, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Dec. 22/80</u>	<u>Aug. 22/81</u>
	General Increases	8.5%	7.5%
	<u>Annual Rates</u>		
	CM-1	\$11,945-\$13,454 (\$11,009-\$12,400)	\$12,841-\$14,463

	<u>Dec. 22/80</u>	<u>Aug. 22/81</u>
CM-4	\$16,678-\$18,228 (\$15,371-\$16,800)	\$17,929-\$19,595
CM-7	\$20,805-\$24,742 (\$19,175-\$22,805)	\$22,365-\$26,598

Effective Apr. 22/82
General Increase 7.5%

Annual Rates

CM-1	\$13,804-\$15,548
CM-4	\$19,274-\$21,065
CM-7	\$24,042-\$28,593

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour.

Standby Pay: \$6 (\$5) for each 8-hour period on a regular work day, \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Bereavement Leave: Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).

Adoption - Maximum 26 weeks (new).

Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.

Meal Allowance: \$4 (\$3.40) after 3 hours' overtime and \$3 (\$2.50) after 4 additional hours.

Severance Pay: 1 week's pay per year of service to a maximum of 28 weeks, for an employee who is released for incapacity (new).

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (850 information services group employees): An 18-month renewal agreement effective from June 18, 1981 to December 23, 1982, with wages retroactive to December 24, 1980, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Dec. 24/80</u>	<u>Dec. 24/81</u>
	General Increases	10%, except the Development portion of IS-1	10%
	<u>Annual Rates</u>		
	IS-1	\$11,150-\$21,196 (\$11,150-\$19,269)	\$12,200-\$23,316
	IS-3	\$25,868-\$28,949 (\$23,516-\$26,317)	\$28,455-\$31,844
	IS-5	\$34,949-\$39,268 (\$31,772-\$35,698)	\$38,444-\$43,195

Hours of Work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 per week (new).

Standby Pay: \$6 (\$5) for each 8-hour period on a regular work day, \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 22 years (all unchanged). Effective December 24, 1981, 5 weeks after 20 years.

Bereavement Leave: Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).

Adoption - Maximum 26 weeks (new).

Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.

Personal Needs (new) - Maximum one year, to be granted only once.

Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Employer's Contribution to Pension and Benefit Plans - Will continue for Adoption leave and for 3 months of leave for Personal Needs. To maintain contributor status, employee must pay both employer's and employee share for balance of leave for Personal Needs and for Relocation leave.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(secretarial, stenographic and typing group) (11,045 employees):
An 18-month renewal agreement effective from June 30, 1981 to January 4, 1983, with wages retroactive to January 5, 1981, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 5/81	Jan. 5/82
	General Increases	12%	11.15%
<u>Annual Rates</u>			
ST - TYP - 1		\$10,214-\$11,658 (\$9,120-\$10,409)	\$11,353-\$12,958
ST - OCE - 3		\$15,639-\$17,099 (\$13,963-\$15,267)	\$17,383-\$19,006
ST - SCY - 4		\$19,619-\$21,472 (\$17,517-\$19,171)	\$21,807-\$23,866

Hours of Work: 37 1/2 per week (unchanged). Upon request by employee and concurrence of the employer, an employee may complete his weekly hours of employment in a period other than 5 full days provided that over a period of 14 calendar days the employee works an average of 37 1/2 per week (new).

Weekend Premium: 35¢ (30¢) per hour.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 year's service, 4 weeks after 10 years and 5 weeks after 22 years (all unchanged).

Bereavement Leave: Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Maternity Leave: Employee will receive an allowance equal to 2 weeks of UIC benefits (new). Leave will be counted for the calculation of "continuous employment" for severance pay, vacation leave and pay increment purposes (new).

Leave with Pay for Family Related Responsibilities (new): Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.

Leave Without Pay: Paternity - Maximum 26 weeks (new).
Adoption - Maximum 26 weeks (new).
Care and Nurturing of Pre-School age Children (new) - One or more periods to a total maximum of 5 years.
Personal Needs (new) - Maximum one year, to be granted only once.
Relocation of Spouse (new) - Up to 1 year for permanent relocation and up to 5 years for temporary relocation.

Meal Allowance: \$4 (\$3.75) after 3 hours' overtime and \$3 after 4 additional hours.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(ships' crews) (2,400 supervisory and non-supervisory employees):
 A 27-month renewal agreement effective from January 19, 1981 to April 30, 1983, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 19/81	Oct. 1/81
	<u>Monthly Rates</u>		
	<u>East Coast</u>		
	General Increases	10%	6%
	Deck Employee	\$1,231-\$1,460 (\$1,119-\$1,327)	\$1,305-\$1,548
	Specialist Trades	\$1,235-\$1,680 (\$1,123-\$1,527)	\$1,309-\$1,781

	<u>Apr. 1/82</u>	<u>Nov. 1/82</u>
General Increases	9.8%	5%
Deck Employee	\$1,433-\$1,700	\$1,505-\$1,785
Specialist Trades	\$1,437-\$1,956	\$1,509-\$2,054
Effective	<u>Jan. 19/81</u>	<u>Oct. 1/81</u>

West Coast

General Increases	10.5%	6%
Deck Employee	\$1,353-\$1,627 (\$1,224-\$1,472)	\$1,434-\$1,725
Specialist Trades	\$1,336-\$1,876 (\$1,209-\$1,698)	\$1,416-\$1,989

	<u>Apr. 1/82</u>	<u>Nov. 1/82</u>
General Increases	10.5%	5%
Deck Employee	\$1,585-\$1,906	\$1,664-\$2,001
Specialist Trades	\$1,565-\$2,198	\$1,643-\$2,308

Hours of Work: 40 per week (unchanged).

Standby Pay: \$6 (\$5) for each 8-hour period on a regular work day, \$12 (\$10) on a day of rest or paid holiday.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 3 weeks after 1 (2) years' service, 4 weeks after 10 years and 5 weeks after 25 years (unchanged).

Sick Leave: 5 (3) days' consecutive leave without a doctor's certificate, maximum 10 (7) days uncertified leave per year.

Compensatory Leave Allowance: Overtime accumulation of over 300 (320) hours may be converted to pay or taken as leave.

Diving Duty Allowance: \$450 (\$400) per year.

Meal Allowance: \$4 (\$3.50) after 3 hours' overtime and \$3 (\$2.50) after 4 additional hours.

Meals and Quarters Allowance: \$4 (\$3.50) per day in lieu of meals and quarters for a regular working day of less than 12 hours, \$6 (\$5.25) for a regular working day of 12 hours or more. Effective February 1, 1982, \$4.50 and \$6.75, respectively.

Severance Pay: 1 week's pay per year of service to a maximum of 28 weeks, for an employee who is released for incapacity (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (5,545 administrative services category employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increase	9% plus \$5 per week	
	Additional Adjustments	*	*
	Travel Counsellor 2	\$7.77-\$8.81 (\$7.00-\$7.96)	
	Tax Auditor 2	\$10.79-\$12.78 (\$9.78-\$11.60)	
	Technical Consultant 2	\$18.50-\$22.81 (\$16.84-\$20.80)	

*9 classifications in the Fire Services group receive an additional 2%, non-compounded, on January 1, 1981 and a further 3.75%, compounded, on July 1, 1981.

Hours of Work: 36 1/4 per week for most classifications (unchanged).

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, covering 412 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
	General Increases	9.5%	5.5%	10%
	Fire Fighter III Class	\$20,532.55 (\$18,751.19)	\$21,661.84	\$23,828.03
	Fire Fighter I Class	\$25,664.01 (\$23,437.45)	\$27,075.53	\$29,783.08
	Assistant Deputy Chief	\$35,456.65 (\$32,380.50)	\$37,406.76	\$41,147.44

Overtime Pay (new): Time and one-half for all time worked after 30 minutes beyond the regular shift.

Paid Vacation: 5 weeks plus 2 days after 23 (24) years' service, 5 weeks plus 3 days after 24 (26) years, 5 weeks plus 4 days after 26 (27) years and 6 weeks after 27 (28) years. Effective in 1982, 5 weeks plus 4 days after 25 years and 6 weeks after 26 years.

Pension Plan: Past Service - Eligible employees may purchase war service on a 50% basis. (new.)

Oshawa City Corporation, Public Works Department (Maintenance and Traffic Engineering Divisions) and Community Services Department (Parks and Property, and Civic Auditorium Complex and Arenas Divisions) - Local 250, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 226 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Oct. 1/81</u>	<u>Apr. 1/82</u>
General Increases		10%	2%	10%
Labourer		\$9.00-\$9.25 (\$8.18-\$8.41)	\$9.18-\$9.44	\$10.10-\$10.38
Grade 2 Mechanic		\$11.66 (\$10.60)	\$11.89	\$13.08

Previous rates reflect a 5.2% COLA Fold-in on the last pay period of the previous agreement.

Probationary period is 6 months. Maximum rates for Labourer are reached after 1,040 normal hours of work.

Cost of Living Allowance: 0.1% for each 0.1% increase in the Consumer Price Index - 1971=100, between the February 1982 (1980) and 1983 (1981) indexes. Triggers at 10% (7%). Amount generated to be folded into wages.

Shift Premium: Effective the first pay period following ratification, 0-44¢-44¢ (0-39¢-39¢). Effective April 1, 1982, 0-49¢-49¢.

Lead Hand Premium: Effective the first pay period following ratification, 25¢ (20¢) per hour.

Paid Vacation: 6 weeks after 27 (28) years' service. Effective April 1, 1982, 6 weeks after 26 years.

Bereavement Leave: Up to 5 (3) days' paid leave for the death of a spouse.

Health and Welfare: Optical Expense Benefit - Effective July 4, 1981, \$70 (\$60) per insured person every 24 months.

Dental Plan - Effective the first pay period following ratification, employer pays 85% (75%) of premium costs. Payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective April 1, 1982, employer pays 90% of premium costs. Payments are based on the 1981 ODA fee schedule.

Safety Shoe Allowance: Employer pays a maximum of \$55 (\$40) per year.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees (CLC)
(office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	12.5%
	Group 2 (includes Junior Records Clerk)	\$10,772-\$11,647 (\$9,575-\$10,353)
	Group 18 (includes Works Technical Planner)	\$25,171-\$31,179 (\$22,374-\$27,715)

Probationary period is 65 working days. Maximum rates for Junior Records Clerk are reached after 18 months and for Works Technical Planner after 54 months.

Shift Premium: 0-33¢-33¢ (0-30¢-30¢)

Weekend Premium: 33¢ (30¢) per hour.

Weekend Shift Bonus Premium (new): 66¢ per hour for all regular hours worked on the afternoon and/or night shift ending on a Saturday and/or on a Sunday of a regularly scheduled workweek.

Bereavement Leave: 3 (1) days' paid leave to attend the funeral of a mother-in-law and father-in-law.

Health and Welfare: Life Insurance - Effective October 1, 1981, employer pays 100% (75%) of premium costs.

Vision Care - Effective September 1, 1981, maximum claim for eyeglasses increases to \$75 (\$50) every two years.

Dental Plan - Effective September 1, 1981, an orthodontic rider is added, payable on a 50%/50% co-insurance basis, up to a maximum lifetime benefit of \$1,000.

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees (CLC)
(580 outside employees): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	12.5%*
	Labourer	\$8.78 (\$7.74)

Jan. 1/81

Heavy Equipment Operator	\$9.90 (\$8.73)
Licensed Mechanic	\$11.10 (\$9.62)

*Job Evaluation Study Implemented - Various rates adjusted prior to the application of the general increase shown above.

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-33¢-33¢ (0-30¢-30¢).
Weekend Premium:	33¢ (30¢).
Weekend Shift Bonus Premium (new):	66¢ per hour for all regular hours worked on the afternoon and/or night shift ending on a Saturday and/or on a Sunday of a regularly scheduled workweek.
Paid Holidays:	11 plus Remembrance Day if it falls within the work week (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (all unchanged).
Bereavement Leave:	3 days in the event of death of mother-in-law or father-in-law (previously, 1 day if employee attended funeral during a scheduled work day).
Health and Welfare:	<u>Dental Plan</u> - Effective September 1, 1981 add orthodontic coverage. Maximum \$1,000 over lifetime. 50%/50% co-insurance. All coverage continues to be based on the current Ontario Dental Association fee schedules. <u>Optical Benefit</u> - Effective September 1, 1981, \$75 (\$50) allowance every 2 years for employee and dependants.
Pension Plan:	To be discussed.
Tool Allowance:	\$125 (\$100) per year for licensed motor mechanics.

Toronto City*, Metro Toronto and Metropolitan Toronto Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC) (9,965 employees): Five 12-month renewal agreements effective from January 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 6 months.

*The agreement between Toronto City and Local 79, CUPE encompasses the Planning Board. Any superior provisions enjoyed by current Planning Board employees will be maintained. New employees will receive benefits similar to those provided in the agreement between the City and the other member of Local 79.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	12.5%
	<u>Metro Agreements</u>	
	<u>Outside Employees</u>	
	Labourer	\$8.42-\$8.71 (\$7.48-\$7.74)
	Machinist	\$11.34 (\$10.08)
	Marine Engineer Grade 2	\$12.41 (\$11.03)
	<u>Inside Employees</u>	
	Clerk Grade 5	\$6.11-\$7.23 (\$5.43-\$6.43)
	Planner	\$12.72-\$17.65 (\$11.31-\$15.69)
	<u>City Agreements</u>	
	<u>Outside Employees</u>	
	Labourer (Wage Grade 1)	\$8.45-\$8.70 (\$7.51-\$7.73)
	Automotive Mechanic (Wage Grade 15)	\$11.69 (\$10.35)
	<u>Inside Employees</u>	
	Mail Clerk (Wage Grade 1)	\$5.94-\$7.55 (\$5.28-\$6.71)
	Senior Real Estate Appraiser & Negotiator (Wage Grade 22)	\$17.18-\$18.78 (\$14.29-\$15.71)
Hours of Work:	Outside employees - 40 per week. Inside employees - 35 or 40, depending on classification (all unchanged).	
Shift Premium:	0-33¢-33¢ (0-30¢-30¢).	
Weekend Premium:	33¢ (30¢).	
Weekend Shift Bonus Premium (new):	66¢ per hour for all regular hours worked on the afternoon and/or night shifts ending on a Saturday and/or a Sunday of a regularly scheduled work week.	

Paid Holidays:	11 plus Remembrance Day if it falls on a week day (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years (all unchanged).
Health and Welfare:	<u>Long Term Disability</u> - Effective July 1, 1981, \$1,250 (\$1,000) maximum monthly benefit. <u>Dental Plan</u> - Effective September 1, 1981, add orthodontic coverage on a 50%/50% co-insurance basis with a \$1,000 lifetime maximum benefit per child for dependent children under 21 years of age.
Mileage Allowance:	Effective August 1, 1981, 19¢ (17¢) per kilometer.
Employment Security:	Employees displaced due to technological change or contracting out will be placed in a comparable job if possible and, if necessary provided with training. If a comparable job is not available, the displaced employee will continue to be paid at his former hourly rate. During the first 12 months any scheduled contract increases will apply but thereafter the rate will be red circled. (Replaces previous Technological Clause and Contracting Out Clause.)

Windsor City Board of Commissioners of Police (Unit A) - Police Association (Ind.):
A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 358 employees, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	9.5%	4.6755%
	Police Constable - 4th Class	\$20,055 (\$18,315)	\$20,993
	Police Constable - 1st Class	\$25,794 (\$23,556)	\$27,000
	Staff Inspector	\$37,106 (\$33,887)	\$38,843

Windsor City Corporation - Locals 82 and 543, Canadian Union of Public Employees (CLC) (890 outside and inside employees): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, settled at the post conciliation bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	COLA Fold-in*	\$1.20	
	General Increases	5%	3%

	<u>Jan. 1/81</u>	<u>July 1/81</u>
<u>Outside Agreement</u>		
Labourer 0-120 (90) days	\$8.35-\$8.72 (\$6.75-\$7.10)	\$8.60-\$8.98
Motor Mechanic	\$10.76 (\$9.05)	\$11.08
Electronic Technician	\$11.78 (\$10.02)	\$12.13
<u>Inside Agreement</u> (Bi-weekly Rates)		
Junior Clerk-VII (incl. Clerk/Typist)	\$459.33-\$543.52 (\$356.46-\$436.64)	\$473.11-\$559.83
Senior Clerk-11A (incl. Junior Committee Secretary)	\$760.34-\$777.67 (\$643.13-\$659.64)	\$783.15-\$801.00
Supervisory - 1AA (incl. Senior Analyst Programmer- Finance)	\$898.31-\$941.40 (\$774.53-\$815.57)	\$925.26-\$969.64
Effective	<u>Jan. 1/82</u>	
General Increase	8%	
<u>Outside Agreement</u>		
Labourer 0-120 (90) days	\$9.29-\$9.70	
Motor Mechanic	\$11.96	
Electronic Technician	\$13.10	
<u>Inside Agreement</u> (Bi-weekly Rates)		
Junior Clerk-VII (incl. Clerk/Typist)	\$510.96-\$604.62	
Senior Clerk-11A (incl. Junior Committee Secretary)	\$845.80-\$865.08	
Supervisory - 1AA (incl. Senior Analyst Programmer- Finance)	\$999.28-\$1,047.21	

*Fold-in was actually made December 30, 1980.

Cost of Living Provision: Discontinued.

Hours of Work: Outside employees - 40 per week; inside employees - 33 3/4 per week (both unchanged).

Paid Holidays: 12 days (unchanged).

Paid Vacation: Effective in 1982, 3 weeks after 3 (4) years' service, 4 weeks after 10 (11) years and 5 weeks after 19 (20) years. Also 4% of earnings for less than 6 months, 4% of earnings and 1 week at the employee's option and if time permits for 6 to 12 months' service, 2 weeks after 1 year and 5 weeks plus 1 day for each year of service beyond 25 to a maximum of 6 weeks after 30 years (all unchanged).

Sick Leave Gratuity: Effective in 1982, new employees are no longer eligible for payment of 50% of accumulated sick leave on resignation or retirement after 5 or more years' service.

Meal Allowance: \$4 (\$3.50) for outside employees.

Mileage Allowance: 35¢ (30¢) per mile for outside employees.

Tool Allowance: \$15 (\$10) per month for outside employees.

CONSTRUCTION

Kingston and District Road, Sewer and Watermain Contractors - Local 247, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>
	General Increases	70¢	70¢
	<u>Road</u>		
	Labourer	\$8.30 (\$7.60)	\$9.00
	Skilled Labourer	\$8.45 (\$7.75)	\$9.15
	<u>Sewer and Watermain</u>		
	Labourer	\$8.80 (\$8.10)	\$9.50
	Skilled Labourer	\$8.95 (\$8.25)	\$9.65

Reporting Pay: 3 (2) hours' pay when work is not available due to inclement weather.

Pension Fund: Employer contributes 25¢ (20¢) per hour. Effective May 1, 1982, 30¢.

Board Allowance: \$15 (\$12) per day to a maximum of \$75 (\$60) per week.

Travel Allowance: \$6 per day beyond 25 miles and up to a 40-mile radius and \$7 per day beyond 40 miles and up to 70 miles. (Previously, \$3.50 per day beyond 30 miles and up to 45 miles, \$4.50 per day beyond 45 miles and up to 75 miles and \$7.50 per day beyond 75 miles.)

Ontario Concrete & Drain Contractors Association Inc., formerly the Ontario Concrete & Drain Contractors' Association and the Association of Concrete and Drain Contractors - Local 183, Labourers (AFL-CIO/CLC): A 23-month renewal agreement effective from June 8, 1981 to April 30, 1983, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	June 8/81	May 1/82	Aug. 1/82
Increases		\$1.12-\$1.66	65¢-\$1.65	10¢-38¢
Labourer (Ontario Concrete & Drain Contractors' Assn.)		\$9.66 (\$8.00)	\$11.31	\$11.46

Welfare Fund: Effective October 1, 1981, employer contributes 75¢ per hour worked. (Previously, 63¢ per hour worked for the Association of Concrete and Drain Contractors and 65¢ for the Ontario Concrete and Drain Contractors Association.)

Pension Fund: Effective May 1, 1982, employer contributes 30¢ per hour worked. (New for the Ontario Concrete & Drain Contractors' Association. Previously, 10¢ per hour worked for the Association of Concrete and Drain Contractors.)

Industry Fund: Employer contributes 4¢ per hour earned. (New for the Ontario Concrete & Drain Contractors' Association. Unchanged, for the Association of Concrete and Drain Contractors).

Training Fund: Effective October 1, 1981 the employer, formerly a member of the Ontario Concrete & Drain Contractors' Association contributes 5¢ per hour worked. (Unchanged for the Association of Concrete and Drain Contractors.)

Board Allowance: \$25 per day to a maximum of \$125 per week. (Previously, \$18 per day for former members of the Association of Concrete and Drain Contractors and \$22 per day to a maximum of \$110 per week for members of the Ontario Concrete & Drain Contractors' Association.)

Travel Allowance: \$6 (\$4*) per day in Zone 2; \$10 (\$8*) in Zone 3; \$15 (\$12*) in Zone 4 and \$25 (\$17*) in Zone 5.

*Previous rates indicate the allowance paid to members of the Ontario Concrete & Drain Contractors' Association, only.

Ontario Carpentry Contractors Association - Local 1190, Carpenters (AFL-CIO/CLC)
(Residential Sector): A 22-month first agreement effective from June 24, 1981 to April 30, 1983, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>May 1/82</u>	<u>Nov. 1/82</u>
	Increases		\$1.00; \$1.40 per sq. ft. for piece work	\$1.00; \$1.45 per sq. ft. for piece work
	Journeyman	\$12.50	\$13.50	\$14.50
Hours of Work:	44 hours per week.			
Overtime Pay:	Time and one-half after 44 hours per week.			
Holiday Pay:	Double time for work on Saturday, Sunday or Holidays.			
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 8 days.			
Vacation Pay and Statutory Holiday Pay:	8%.			
Fringe Benefits Plans:	<u>Welfare, Pension, Union Dues and Industry Funds - Employer contributes \$1.65* per hour worked per employee.</u>			

*Includes 10¢ per hour contribution to the Association Administration Fund (Industry Fund).

Piece Workers - Employer contributes 13¢ per square feet of living space erected divided between the actual number of piece work employees engaged on each unit at the time of signing.

ADDENDUM

April 1981 Settlement

FOOD AND BEVERAGE

Interbake Foods Ltd. at London - Local 242, Grain Millers (AFL-CIO/CLC) (600 plant and warehouse employees): A 24-month renewal agreement effective from February 14, 1981 to February 13, 1983, settled with mediation assistance and ratified in April, 1981. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 14/81	Feb. 14/82	Aug. 13/82
	General Increases	85¢	60¢	15¢
	Skilled Trades Adjustments	25¢ for Groups 9 and 10	25¢ for Groups 9 and 10	
	<u>Job Rates</u>			
	Group 1 (includes General Labour)	\$6.91 (\$6.06)	\$7.51	\$7.66
	Group 7 (Technician) (includes Painter)	\$7.94 (\$7.09)	\$8.54	\$8.69
	Group 9 (includes Electrician)	\$10.21 (\$9.11)	\$11.06	\$11.21
	Group 10 (includes Technician)	\$11.14 (\$10.04)	\$11.99	\$12.14
Hours of Work:	40 per week (unchanged).			
Shift Premium:	0-23¢-28¢ (0-20¢-25¢). Effective February 14, 1982, 0-25¢-30¢.			
Paid Holidays:	12 days (unchanged).			
Paid Vacation:	4 weeks after 12 (13) years' service, 5 weeks after 20 (21) years and 6 weeks after 28 (30) years. Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).			
Health and Welfare:	<u>Life Insurance</u> - Effective May 1, 1981, \$12,000 (\$10,000) maximum coverage. Effective February 13, 1983, \$13,000. <u>Life Insurance for Retirees</u> - Effective May 1, 1981, \$1,200 (\$1,000) coverage. Effective February 13, 1983, \$1,300. <u>Weekly Indemnity</u> - Effective May 1, 1981, 66 2/3% of insurable earnings to a maximum of \$189 (\$140) per week. Payable on a 1-4-26 basis. <u>Extended Health Plan</u> - Effective May 1, 1981, \$15,000 (\$10,000) maximum lifetime benefit.			
Meal Allowance:	For drivers - \$3.00 breakfast, \$3.50 lunch, \$6.00 dinner (previously not specified in contract).			
Safety Shoe Allowance:	\$30 (\$20) per year. Effective February 14, 1982, \$35.			

May 1981 Settlement

SERVICES TO BUSINESS MANAGEMENT

Brink's Canada Limited at Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from September 29, 1980 to September 26, 1982, covering 200 employees, settled at the post conciliation bargaining stage and ratified in May, 1981. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 29/80</u>	<u>July 6/81</u>
Increases:			
Regular full-time and extra Assistant Cashier, Messenger and Mechanic;		\$1	15¢
Regular full-time and extra Chauffeur-Teller, Garage Helper and Guard;		90¢	25¢
Auxiliary employees		93¢	10¢
Guard		\$9.80 (\$8.90)	\$10.05
Assistant Cashier		\$10.27 (\$9.27)	\$10.42
Effective		<u>Sept. 28/81</u>	<u>Jan. 4/82</u>
Increases:			
Regular full-time and extra employees;		75¢	40¢
Auxiliary employees		50¢	35¢
Guard		\$10.80	\$11.20
Assistant Cashier		\$11.17	\$11.57

Layover Pay (new): Minimum 8 hours' pay for each day of layover in the event an overnight run is unable to continue.

Holiday Pay: Regular full-time and extra employees must work a minimum of 5 days during the 30 calendar days immediately preceding a designated holiday in order to be paid. (Previously, qualifying time was 1 or more days worked during the week in which holiday occurred.)

Paid Vacation: Extra employees are entitled to receive the same vacation benefits as regular full-time employees (new).

Effective in 1981, 4 weeks after 12 (13) years' service.
Effective in 1982, 4 weeks after 11 years.

Bereavement Leave:	Extra employees who are scheduled to work receive the same benefit as regular full-time employees (new).
Court Witness and Crown Witness Pay (new):	Employer pays the difference between fees received and regular pay for full-time and extra employees.
Jury Duty Pay:	Maximum 4 (2) weeks' pay. Extra employees are entitled to receive the same benefit as regular full-time employees (new).
Health and Welfare Fund:	Effective October 1, 1980, or upon completion of employee's probationary period, employer contributes \$90 (\$70) per month for regular full-time and extra employees. Effective July 1, 1981, \$92 per month. Effective October 1, 1981, \$102 per month.
Clothing Allowance:	Employer pays 50% of the cost up to a maximum of \$75 for approved bullet proof vests, for regular full-time and extra employees (new).
Overnight Meal Allowance:	\$15 (\$12.50) plus lodging (new) for each night they are required to lay over out of town.
Tool Allowance (new):	Employer pays a maximum of \$120 per year to regular full-time licensed motor vehicle mechanics or registered apprentices with 1 year's service whose duties involve maintaining the employer's vehicles.

ERRATUM

The following provision was reported incorrectly in the May 1981 Report on page 296.

Westinghouse Canada Inc. at Hamilton - Local 504, Electrical Workers (UE) (CLC)
(1,600 hourly rated employees):

Paid Holidays: Effective in 1983 only, 1/2 day is added for a total of 12 1/2 days.

Negotiations in Progress during June 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
AP Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	200	WS
Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	635	CO
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	520	CO
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	6,900	CO
Algoma Steel Corp. Ltd. (Transportation Dept.), Sault Ste. Marie	United Transportation Union (AFL-CIO/CLC)	200	B
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	930	CO
American Hoist of Canada Ltd., Brampton	Auto Workers (CLC)	230	WS
Babcock and Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	915	B
B.D.C. Ltd., Toronto, Windsor, London, Hamilton and Ottawa	Teamsters (Ind.)	350	B
Canada Packers Ltd. (Beardmore Div.), Halton Hills (Acton)	Food and Commercial Workers (AFL-CIO/CLC)	360	B
Canadian Fram Ltd., Chatham	Auto Workers (CLC)	1,000	CO
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED
Canadian Lake Carriers Assn., province-wide**	Merchant Service Guild (CLC) (deck officers)	280	CO
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	298	B
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO

* For definition of codes see page 443.

** Federal jurisdiction

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	890	B
Central Park Lodges of Canada (Retirement Homes), Intercity	Service Employees (AFL-CIO/CLC)	900	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	600	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	211	ARB
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	620	CO
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	B
Coca Cola Ltd., Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,145	B
Connaught Laboratories Ltd., Toronto	Employees' Assn. (Ind.)	525	B
Consolidated-Bathurst Inc. (Wood Products Div.), Braeside	Woodworkers (AFL-CIO/CLC)	200	B
Consumers Distributing Co. Ltd., Mississauga and Toronto	Teamsters (Ind.)	309	MED/W
Crown Cork and Seal Ltd., Concord	Steelworkers (AFL-CIO/CLC)	250	B
The de Havilland Aircraft of Canada Ltd., Toronto	Auto Workers (CLC) (production and office empls.)	3,800	MED
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,675	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Electrohome Ltd., Cambridge	Auto Workers (CLC)	335	B

**Federal jurisdiction

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,050	B
Stobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	C0
xtendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical full-time empls.)	1,740	C0
erranti-Packard Ltd., (St. Catharines Div.)	Steelworkers (AFL-CIO/CLC)	248	C0
leet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	750	B
SW Ltd. and subsidiaries, Fergus and other locations	Steelworkers (AFL-CIO/CLC) (office and plant empls.)	575	B
TR Industrial Products Co. (Canada), a div. of the General Tire and Rubber Co. Canada Ltd., Welland	Rubber Workers (AFL-CIO/CLC)	350	C0
eneral Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	360	B
ldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	205	B
lton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
lton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
lton Regional Municipality	Cdn. Operating Engineers (CCU)	250	C0
hilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	B
hilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	B

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	505	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	B
ITT Aimco Div., Mississauga	Steelworkers (AFL-CIO/CLC)	370	CO
ITT Industries of Canada Ltd. (Communications, Controls and Instruments Div.), Guelph	Steelworkers (AFL-CIO/CLC)	205	MED/WS
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	225	B
Interforest Ltd., Durham	Woodworkers (AFL-CIO/CLC)	250	CO
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	270	B
Kitchener City Corp. (Transit Div. and Dept. of Public Works)	Railway, Transport and General Workers (CLC)	275	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	560	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	205	B
H.D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	240	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	WS
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	390	B
Blawie Ltd. (Warehouse, Advertising and Produce Depts.), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	430	B
London City Board of Education	CUPE (CLC)	410	B
LacMillan Bloedel, Pembroke	Woodworkers (AFL-CIO/CLC)	200	CO
L McMaster University, Hamilton	Cdn. Union of Educational Workers (Ind.)	1,100	CO
Laritime Employers' Assn., Toronto Harbour Commission and Hamilton Harbour Commission, Hamilton and Toronto**	Longshoremen (AFL-CIO/CLC)	810	B
Metropolitan Toronto Assn. for the Mentally Retarded	CUPE (CLC)	250	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Units A, B and C)	1,120	ARB
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	CO
Niagara Regional Municipality (Welland County Home for the Aged)	CUPE (CLC)	445	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,145	B
North York City Corp.	CUPE (CLC) (inside empls.)	515	B
North York City Corp.	CUPE (CLC) (outside empls.)	725	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	ARB
North York Public Library Board	CUPE (CLC) (full-time empls.)	300	B

*Federal jurisdiction

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	CO
Ottawa City Corp. and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,600	B
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	CO
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough, Victoria, Northumberland and Newcastle Roman Catholic School Board	Ont. English Catholic Teachers' Assn. (Ind.)	244	B
Pipe Line Contractors Assn. of Canada	Int'l. Operating Engineers (AFL-CIO/CLC)	375	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	B
Queen's University, Kingston	CLC Directly Chartered	350	CO
Rio Algom, Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,400	B

**Federal jurisdiction

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	273	C0
Royal Ontario Museum, Toronto	OPSEU (NUPGE) (CLC)	210	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	C0
Scarborough Borough Board of Education and others	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,510	B
Silverwood Dairies (Div. of Silverwood Industries Ltd.), Toronto	Cdn. Operating Engineers (CCU)	314	WS
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Standard-Modern Technologies, Toronto	Steelworkers (AFL-CIO/CLC) (production and shipping empls.)	230	C0
Steel Co. of Canada Ltd., Brantford Gananoque, Hamilton and Toronto	Steelworkers (AFL-CIO/CLC) (production empls.)	1,790	C0
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	C0
Steel Co. of Canada Ltd. (Lake Erie Div.), Nanticoke	Steelworkers (AFL-CIO/CLC)	600	C0
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	530	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Windsor Board of Education	CUPE (CLC)	391	C0
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	595	PMB

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,050	B
TAS Communications Services, Toronto	Communications Workers (CLC)	225	B
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	265	B
Thunder Bay Auto Dealers Assn.	Machinists (AFL-CIO/CLC)	250	CO
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,725	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full- time and part-time empls.)	23,165	AR
Toronto Metropolitan Catholic Children's Aid Society	CUPE (CLC)	202	ME
Toronto Public Library Board	CUPE (CLC) (full-time and part-time clerical empls. and librarians)	770	B
Toronto Sportswear Group	United Garment Workers (AFL-CIO/CLC)	250	WS
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,100	CO
Treasury Board of Canada, province-wide**	Professional Institute (PIPS) (Ind.) (defence scientific service)	212	B
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	AR
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	PC
University of Ottawa	University Professors (Ind.)	850	B
University of Toronto (Libraries)	CUPE (CLC)	436	B
University of Toronto Govern- ing Council	Cdn. Educational Workers (Ind.)	1,800	B

**Federal jurisdiction

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians etc.) etc.)	525	B(R)
Victoria Hospital and others, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	ARB
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	WS
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	B
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	CO
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	540	B
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	750	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	ARB
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	810	B
Workeg Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	B
Workeg County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
Workeg County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Workeg Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	300	CO
Workeg University, Toronto	Cdn. Union of Educational Workers (graduate students)	411	B
Workeg University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	900	B

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
<u>More Than One Province</u>			
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	WS
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,445	CB
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non-supervisory empls.)	23,000	WS
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,295	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	CC
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,320	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,000	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	2,000	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	CC
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	CC
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B

**Federal jurisdiction

Negotiations in Progress during June 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,070	CO
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO
Wardair Canada, system-wide**	Air Line Flight Attendants (CLC)	605	CO

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1981

Employer and Location	Union	No. Empl
Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa	Steelworkers (AFL-CIO/CLC) (pro- duction and maintenance empls.)	63
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (pro- duction and maintenance empls.)	6,90
Algoma Steel Corp. Ltd. (Transportation Dept.), Sault Ste. Marie	United Transportation Union (AFL- CIO/CLC)	20
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (cler- ical and technical empls.)	52
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (pro- duction empls.)	93
Canada Packers Ltd. (Beardmore Div.), Halton Hills (Acton)	Food and Commercial Workers (AFL- CIO/CLC)	30
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	29
Cdn. Appliance Manufacturing Co. Ltd., London	Steelworkers (AFL-CIO/CLC)	53
Coca Cola Ltd., Ottawa	Cdn. Brewery Workers (CLC) (pro- duction and office empls.)	20
Coca Cola Ltd., Toronto	Cdn. Brewery Workers (CLC) (pro- duction and office empls.)	40
Connaught Laboratories, Bolton and Toronto	Employees' Assn. (Ind.)	52
Gordons Markets (A Div. of Zehrmart Ltd.), Intercity	Food and Commercial Workers (AFL- CIO/CLC)	69
GSW Ltd., Fergus	Steelworkers (AFL-CIO/CLC)	37
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.), province-wide	Food and Commercial Workers (AFL- CIO/CLC)	43
London City Board of Education	CUPE (CLC)	41
Rockwell International of Canada Ltd., Guelph	Molders (AFL-CIO/CLC)	27
Steel Co. of Canada Ltd. (Canada Works), Hamilton	Steelworkers (AFL-CIO/CLC)	44
Steel Co. of Canada Ltd. (Frost Works), Hamilton	Steelworkers (AFL-CIO/CLC)	25
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,00

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in July 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Steel Co. of Canada Ltd. (Lake Erie Div.), Nanticoke	Steelworkers (AFL-CIO/CLC)	600
Steel Co. of Canada Ltd. (Parkdale Works), Hamilton	Steelworkers (AFL-CIO/CLC)	457
Steel Co. of Canada Ltd. (Swansea Works), Toronto	Steelworkers (AFL-CIO/CLC)	321
Treasury Board of Canada, province-wide	Professional Institute (PIPS) (Ind.) (defence scientific service)	212



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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
July 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in July 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in August 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

August 29, 1981

PLEASE NOTE:

As a result of the postal strike, the Ontario Ministry of Labour has in some cases been unable to follow its usual practice of obtaining written confirmation of the settlement summaries in this report, prior to publication. While every attempt has been made to ensure the accuracy of the information provided, readers should be aware of the unconfirmed nature of some of this material.

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Highlights

Dairy Products Industry Settlements. A two-year renewal agreement was finalized in early July between Silverwood Dairies, Division of Silverwood Industries, and the Canadian Union of Operating Engineers and General Workers (CUOE) acting on behalf of 314 production and distribution employees at the company's four dairy operations in Toronto. The previous agreement expired March 31, 1981 and the subsequent negotiations revolved around the company's initial offer including an hourly wage increase of \$3.25 over three years plus a triggered cost-of-living allowance. The offer was rejected by the workers who walked off the job to back up demands for a full cost-of-living escalator and parity with recent contract gains made by other dairy industry workers. The six-week strike ended with an accord reached with the assistance of a mediator. The new settlement terms basically followed the industry pattern established earlier in Teamster's agreements at the Silverwood branches in London, and Dominion and Donlands Dairies in Toronto and other centres.

The Silverwood-CUOE agreement included general wage increases of \$1.00 per hour in each of the two years, some upgrading adjustments and also introduced a floating cost-of-living allowance of 35-cents per hour paid quarterly during the life of the contract. In the second year, a new COLA provision, triggered at 8 per cent, may produce additional quarterly adjustments capped at 25 cents per hour. Other changes included improvements in shift premiums, paid holidays and vacations, life insurance and meal and tool allowances. Among newly negotiated provisions were a premium for lead hands, long term disability and vision care plans, and severance payments for full-time employees terminated because of plant closures.

Of the three major Teamster renewal agreements concluded during April, two were of a two-year duration and one covered three years. Although their terms varied slightly, all included an hourly wage increase of \$1.00 in each of the first two contract years. In London, the 215 employees of Silverwood Dairies agreed in mediation to accept, instead of a COLA escalator, a cost of living bonus of \$1,000 paid in three stages over the contract term. At Donlands Dairies, the Guelph division employees gained wage parity with their Toronto counterparts, as well as improvements in fringe benefits. Their settlement also called for the continuation of a capped COLA provision based on a .5 adjustment factor, but with increased annual limits on the eventual adjustments.

The three-year Dominion Dairies agreement, covering 350 plant, maintenance and distribution employees at the company's Toronto operations, was settled in mediation during a two-week strike. The workers, dissatisfied with their previous long-term contracts, rejected a new three-year offer with annual rises of 95 cents per hour, supplemented by a COLA clause. They insisted on an hourly increase of \$1.00 in a one-year deal. The compromise renewal agreement, again covering a three-year period, called for a general wage increase totalling \$3.25 per hour, of which \$1.25 is to be implemented in the final year. The pact included also an improved COLA clause, additional adjustments for various classifications and a number of improvements in fringe benefits. [Details of the Teamsters' settlements were reported on pp. 198-203 of the April 1981 issue of this report.]

Canadian Cannery Settlement. Negotiations between Canadian Cannery and the United Food and Commercial Workers (UFCW) for settlements to replace separate agreements covering 350 employees at the company's six plants in Southwestern Ontario began in early 1981. The Hamilton-based company, a subsidiary of the multinational food and tobacco firm Aylmer Del Monte-RJR, operates 10 fruit and vegetable processing plants in Ontario. The company has traditionally opposed coordinated bargaining, preferring to negotiate with the union on a plant-by-plant basis. Over the past four years the union has only succeeded in obtaining a common expiry date for the separate contracts.

During the current bargaining round, the union again proposed to conduct joint talks on a master agreement for all the UFCW-represented canning plants in the province. The company refused and on May 7 locked out 230 workers at the Simcoe plant. The request for one master contract also became a major stumbling block to settlements for the remaining five smaller plant units. While the lockout in Simcoe continued, the bargaining at Amherstburg, Exeter, Leamington, St. Davids and Waterford went through various procedural stages until all of the units were simultaneously in a legal strike position. Following a deadlock in last-ditch negotiations, the workers walked off their jobs on May 21. Up to this point, the issues of salaries and benefits had not been discussed, although the union indicated that it would seek wage parity with H.J. Heinz workers in Leamington.

The strike-lockout ended on July 12 with a mediated settlement in which the parties agreed to 13 common contract clauses for all of the six separate agreements, as well as a common start for negotiations in 1983. The new settlement provided for a general wage increase totalling \$1.25 per hour over two years plus a COLA fold-in of 97 cents and continuation of the present COLA clause. The settlement also included increased pension plan and life insurance benefits, higher tool and safety glasses allowances and an improvement in the bereavement leave provision.

Firefighters Settlements. Between April and July, the municipal fire departments in the Toronto area and other major Ontario centres settled seven of the eleven agreements due for renewal on December 31, 1980. The settlements affected about two-thirds of the combined total of 3,780 members of various locals of the International Association of Fire Fighters (IAFF) covered by the expired contracts. Five of the recent settlements were reached in direct bargaining and the remaining two resulted from arbitration awards released in July. The dominant issue in this year's municipal firefighters' negotiations was approximate pay parity with local policemen, or at least maintenance of the same salary differential that prevailed in the previous contracts of the two groups. Continuing a long standing claim that the value of their services to the community is equal to that of policemen, the firefighters included in their 1981 bargaining goals annual salary increases of between 15 and 19 per cent depending on location. The five individual firefighters units in Metropolitan Toronto sought settlements with a benchmark salary of \$27,000 per year, although the largest unit in the City of Toronto settled for less last summer. That agreement affected 1,260 IAFF members and brought the annual salary of a Toronto first-class firefighter to \$26,676 on January 1, 1981 in the final year of the two-year contract. However, a subsequent Metro Toronto Police settlement increased a first-class

constable's salary by 12.36 per cent to \$27,000 in 1981, thus setting a new bargaining goal for the 1,750 firefighters employed by the remaining five municipalities in the area.

The first of this group to settle were 187 firefighters in the Borough of York. They accepted in April an agreement guaranteeing salary parity with Toronto policemen over an unprecedented five-year term. Under the new contract, the annual salary of a first-class firefighter in York was increased by 12.34 per cent to \$26,676 retroactive to January 1, 1981. A further 1.21 per cent rise on October 1 brought the salary to \$27,000. In each of the remaining years, the York firefighters are to be granted the same salary as negotiated for first-class Metro Toronto constables in their future contracts. The York agreement did not include any changes in fringe benefits and the firefighters agreed to forego any additional improvements the policemen may obtain over the five year period. The York unit also agreed on the planned replacement of their members with civilians in the department's communication system.

A few weeks later, the East York Borough Council approved a 1981 renewal agreement providing its 144 firefighters with a salary increase of 12.36 per cent plus 1.12 per cent. The increases brought the annual salary of a first-class firefighter in East York to \$26,975 on September 1, 1981 and reduced the existing differential with a police constable's salary to \$25.

The three remaining disputes in the Toronto area were submitted to arbitration, mainly due to a disagreement on the issue of pay parity with the policemen. In two of the cases, the decisions were handed down in July. The first arbitral award covered 411 IAFF members in Scarborough. It included a salary increase of 12.37 per cent retroactive to January 1, higher long service payments, an expansion of bereavement leaves and improvements in long term disability and dental plans. The salary adjustment gave a first-class firefighter in Scarborough an annual salary of \$26,988 for 1981 and maintained the existing \$12 differential with police salaries. At the same time a similar salary increase, but attained in two stages, was granted the 615-strong IAFF unit in North York, while a full award on other contentious matters was to be released later. Following the second increase scheduled for September 1, 1981, the city's first-class firefighters received an annual salary equal to that payable to their Scarborough counterparts from the beginning of the year. The third arbitration decision for the IAFF unit in Etobicoke is still pending. The dispute involves the borough's proposal for annual fitness and medical tests for all firefighters and the association counterclaim for higher pay and improved pensions for its 397 members. The IAFF insistence on pay parity with police also resulted in the borough's proposal to change the present scheduling system of 14 shifts over a 28-day span with 14 days off in that period, to 8-hour rotating shifts similar to those worked by policemen.

Outside the Toronto area, new settlements for major IAFF units were concluded in Ottawa, Mississauga and Hamilton. In the first two cities, the salary increases were implemented in two stages, with the second one, effective July 1, resulting in a first-class firefighter's annual salary of \$27,000. The 515-strong Ottawa unit also negotiated an improvement in vacation scheduling and agreed to continue talks on the issue of bilingualism in the department. The Mississauga contract involved 235 uniformed and clerical

employees of the Fire Department. In addition to the salary increases, it contained changes in provisions dealing with overtime, callback and acting payments, long term disability, dental and pension plans, as well as higher mileage and Fire College allowances. [For more details of the two settlements, see pp. 335 and 332, respectively, of the May 1981 issue of this report.] In Hamilton, the 412 firefighters accepted a two-year renewal agreement. In the first year, it provided a general salary increase of 9.5 per cent, retroactive to January 1, 1981, plus an additional 5.5 per cent on July 1, bringing a first-class firefighter's salary to \$27,076. A further 10 per cent increase scheduled for January 1, 1982 will raise the salary to \$29,783. The Hamilton contract also included a new overtime provision, shorter service requirements for vacations in excess of 5 weeks and improvements in the pension plan. [See pp. 420 of the June 1981 issue of this report for details.]

The three outstanding major disputes, involving fire departments in Kitchener, London and Windsor, were at the arbitration stage in September. A common issue in these disputes, as was the case in those already settled, is approximate pay parity with local police departments.

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FOOD AND BEVERAGE

Silverwood Dairies, Division of Silverwood Industries Limited at Toronto - Local 101, Canadian Operating Engineers (CCU): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 314 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
	General Increases	\$40 per week	\$40 per week
	Additional Adjustments	Some upgrading adjustments	
	Packer	\$361.24 (\$321.24)	\$401.24
	Electrician	\$406.24 (\$366.24)	\$446.24
	Wholesale Services Reliefman	\$411.74 (\$371.74)	\$451.74
Cost of Living Allowance (new):	Effective July 9, 1981, a COLA float of 35¢ per hour is introduced, which will be paid quarterly on a separate check, and not rolled into wages.		
	Effective in the second year, 5¢ per 1% increase in the Consumer Price Index - 1971=100. Triggers at 8%. Capped at 60¢, including float of 35¢. To be paid quarterly.		
Shift Premium:	0-30¢-30¢ (0-27.5¢-27.5¢).		
Maintenance Department Proficiency Standards Program:	Garage Mechanics are now included in the program. Qualifying employees receive an additional 40¢ - \$1.20 (30¢ - 90¢) per hour in basic rate, depending upon the number of skills attained within a group or groups of skills.		
Paid Holidays:	2 floating days are added for a total of 12 days.		
Paid Vacation:	4 weeks after 12 (14) years' service and 5 weeks after 22 (24) years.		
Health and Welfare:	<u>Life Insurance</u> - \$10,000 (\$8,000) coverage. Effective April 1, 1982, \$12,000 coverage.		
	<u>Long Term Disability (new)</u> - Effective April 1, 1982, employer contributes \$750 per month towards the cost of premiums for a company administered integrated plan. Benefit is 66 2/3% of basic pay to a maximum of \$1,500 per month to age 65.		
	<u>Vision Care (new)</u> - Effective April 1, 1982, employer pays 100% of premium costs. Maximum claim for eyeglasses is \$60 for 1 pair every 24-month period.		

Meal Allowance: \$4 (\$3.50).

Tool Allowance: Employer pays a maximum of \$150 (\$120) per year. Effective April 1, 1982, \$175 per year.

Licence Testing and Examinations (new): Employee receives pay at straight time rate for time spent in obtaining Licence.

Severance Pay (new): 1 week's notice or pay in lieu of, per year of service for full-time employees terminated due to plant closure.

Canadian Cannery Limited at Amherstburg and Leamington, Exeter, St. David's, Simcoe and Waterford - Various locals, Food and Commercial Workers (AFL-CIO/CLC): Six 24-month renewal agreements effective from March 2, 1981 to March 1, 1983, covering 350 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 2/81</u>	<u>Mar. 1/82</u>
General Increases		65¢	60¢
COLA Fold-in		97¢	
<u>Simcoe</u>			
Light Production Labourer		\$8.10 (\$6.48)	\$8.70
Journeyman Electrician		\$10.44 (\$8.82)	\$11.04

Cost of Living Allowance: 1¢ per 0.4 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)

Bereavement Leave: Step-child and step-parent are added for 3 days' paid leave (new).

Health and Welfare: Life Insurance - \$9,000 (\$7,000) coverage. Effective March 2, 1982, \$10,000.

Pension Plan: Effective January 1, 1982, \$9 (\$6.50) per month per year of future service.

Prescription Safety Glasses: \$40 (\$35) per year.

Tool Allowance: \$50 (\$40) per year.

RUBBER AND PLASTICS PRODUCTS

GTR Industrial Products Company (Canada), a division of the General Tire and Rubber Company of Canada Ltd. (formerly, Mansfield-Denman General Company Limited, Industrial Products Division) at Welland - Local 455, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1981 to May 31, 1984 covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>June 1/81</u>	<u>June 1/82</u>	<u>June 1/83</u>
General		60¢	30¢ plus	30¢ plus
Increases			*40¢ boxed increase	*60¢ boxed increase
COLA Fold-in		72¢		
Inequity Adjustments	25¢ for Maintenance Tradesmen and Die Makers; 15¢ for Transport Driver; 5¢-11¢ for some classifications		15¢ for Maintenance Tradesmen and Die Makers	
Product Repair		\$7.74 (\$6.42)	\$8.44	\$9.34
Mechanical Product Development 1st Class		\$10.63-\$10.68 (\$9.06-\$9.11)	\$11.48-\$11.53	\$12.38-\$12.43
Effective			<u>Mar. 1/84</u>	
General Increase			20¢	
Product Repair			\$9.54	
Mechanical Product Development 1st Class			\$12.58-\$12.63	

Previous rates reflect a COLA fold-in.

Maximum rates for Mechanical Product Development 1st Class are reached on merit.

*Boxed-in Wage Increases: Effective December 1, 1981 and March 1, 1982 - 20¢. To be rolled into wages June 1, 1982. Effective September 1, 1982, December 1, 1982 and March 1, 1983 - 20¢. To be rolled into wages June 1, 1983. Effective September 1, 1983 and December 1, 1983 - 20¢.

Retroactive Pay: Effective August 17, 1981, a lump sum payment to all employees for all hours worked from June 1, 1981 to August 1, 1981.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100, using the May CPI as the base in each year. Calculated and paid annually starting in June 1982. Triggered at \$1 in the second contract year and 90¢ in the third year. (Previously, 1¢ per 0.3 point rise in the CPI. No trigger.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: Effective January 1, 1981, 4 weeks after 14 (15) years' service. Effective January 1, 1982, 4 weeks after 13 years. Effective January 1, 1983, 4 weeks after 12 years.

Vacation Pay: Employee with a minimum of 3 months worked in the vacation year receives the minimum of \$189 (\$160) per week if vacation pay is less due to sickness during a portion of the preceding year.

Bereavement Leave: Grandchild is added to the provision for 3 days' paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$11,500) coverage.

Contributory Life Insurance (new) - Employee may elect an additional \$13,000 coverage and dependent coverage of \$5,000 for spouse and \$1,000 per child conditional upon at least 50% of eligible employees applying for coverage.

Life Insurance for Future Retirees - \$6,500 (\$5,500) coverage.

Eligibility for Insurance Benefits - Common law wife living with employee for 2 years or more is added (new).

Weekly Indemnity - Maximum benefit increases to \$189 (\$160) per week with a minimum payment of \$150 (\$100) per week.

Extended Health Care Plan - Maximum claim for eyeglasses increases to \$80 (\$60) every 2 years.

Dental Plan - Payments are based on the 1980 (1977) Ontario Dental Association fee schedule. Effective August 1, 1981, Rider No. # 4 is added, payable on a 50%/50% co-insurance basis.

Pension Plan: Basic Benefit - \$15 (\$11.75) per month per year of credited service for retirees on or after June 1, 1981.

Type A Supplementary Benefit - \$10 (\$9) per month per year of credited service to a maximum of 30 (25) years for retirees on or after June 1, 1981.

Type B Supplementary Benefit - Maximum benefit period increases to 30 (25) years of credited service.

Early Retirement - At age 55 with 30 (37) years' credited service receives pension not actuarially reduced.

Survivor Income Disability Benefit and Transition Survivor Income Benefit - \$250 (\$200) per month, for a maximum of 24 months.

Union Safety Representatives: Average straight time rates for 2 representatives on monthly safety tour (unchanged) and 4 (2) representatives while attending the meetings.

Paid Leave for Union President: 8 hours' pay each Friday (new).

Meal Allowance: \$2.50 (\$2) after 2 hours' unscheduled overtime.

Safety Shoe Allowance (new): Employer contributes 50% of the cost for 1 pair of shoes or toe caps per year.

CLOTHING

Avon Sportswear at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 15, 1981 to September 14, 1983, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 15/81</u>	<u>Sept. 15/82</u>
	Increase	10%, minimum 40¢, non-compounded	10%, minimum 40¢, non-compounded

Sample wage rates are not available.

Overtime Pay: Double time for all hours worked on a Sunday (new).

Paid Holidays: Effective September 15, 1982, 1 day is added on employee's birthday for a total of 10 days.

Paid Vacation: 3 weeks after 8 (9) years' service. Effective September 15, 1982, 4 weeks after 19 years (new).

Leave of Absence: Employee is entitled to receive statutory holiday pay while on leave, up to a maximum of 3 months (new).

Health and Welfare: Extended Health Care Plan (new) - Employer pays 100% of premium costs for Green Shield Plan, which includes semi-private hospitalization. Deductibles are \$10 single and \$20 family.

Toronto Sportswear Group at Toronto - Local 253, United Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>
	Increases	8%, minimum 40¢, non-compounded	8 1/2%, minimum 40¢, non-compounded

Sample wage rates are not available.

Paid Vacation: 5 weeks after 24 (25) years' service.

Health and Welfare Fund: Employer contributes 4% (3%) of gross wages.

WOOD

Consolidated-Bathurst Inc., Wood Products Division at Braeside - Local 2-375, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	July 27/81	July 1/82
General Increases		\$1.00	10%
Additional Adjustments		23¢ for Truck Loader and Spare Fork Lift Operator 16¢ for Lumber Wrap	
Labour		\$7.84 (\$6.84)	\$8.62
Electrician with Micro Processor Certification		\$9.72-\$10.32 (\$8.72-\$9.32)	\$10.69-\$11.35
Probationary period is 30 days worked. Maximum rate for Electrician with Micro Processor Certification is reached on merit.			
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).		
12-hour Schedule Shift Premium:	0-37¢ (0-30¢).		
Vacation Pay:	6% after 4 (5) years' service, 8% after 10 (12) years, 10% after 20 (22) years, and 12% after 26 (28) years.		
Bereavement Leave:	Common-law spouse is added to the provision for 3 days' paid leave. Son-in-law, daughter-in-law, brother-in-law and sister-in-law are added to the provision for 1 day's paid leave to attend the funeral.		
Health and Welfare:	<u>Life Insurance</u> - \$15,000 (\$12,000) coverage. <u>A.D. & D.</u> - \$18,000 (\$15,000) coverage. <u>Weekly Indemnity</u> - Maximum benefit increases to \$200 (\$160) per week.		
Severance Pay:	Employee receives 1 week's pay per year of service after 5 (10) years' service, when employment is terminated due to technological change, automation or plant closure.		

FURNITURE AND FIXTURE

Commodore Business Machines Limited at Toronto - Local 6269, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 22, 1981 to April 21, 1983, covering 230 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 22/81</u>	<u>Apr. 22/82</u>
	General Increases	90¢	90¢
	General Factory	*\$4.90-\$6.70 (\$4.90-\$5.80)	*\$4.90-\$7.60
	Tool and Die Maker	*\$8.00-\$10.00 (\$8.00-\$9.10)	*\$8.00-\$10.90

*No change in the starting rates.

Probationary period is 90 calendar days. Maximum rates are reached after two 3-month increases. (Previously, after two 3-month and one 6-month increases.) Employee receives an additional 5¢ per hour after 6 years' service, 10¢ after 12 years and 15¢ after 18 years (unchanged).

Night Shift Premium: 25¢ (20¢) per hour.

Paid Vacation: 3 weeks after 5 (6) years' service, 4 weeks after 12 (14) years, and 5 weeks after 18 (20) years.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$6,000) coverage.

Clothing Allowance: 4¢ (3¢) per hour in lieu of clothing allowance for Welders, and full-time sanders and grinders.

Safety Shoe Allowance: Employer pays a maximum of \$25 (\$15) towards the cost of 1 pair per year.

METAL FABRICATING

ITT Aimco Division, Mississauga Operations at Mississauga - Local 7574, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 24, 1981 to June 24, 1983, covering 370 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 24/81</u>	<u>June 24/82</u>	<u>Dec. 24/82</u>
	General Increases	85¢	70¢	10¢

	<u>June 24/81</u>	<u>June 24/82</u>	<u>Dec. 24/82</u>
Additional Adjustments	Some upgrading of classifications; Increased wage differential for Labour Grades 4, 5 and 6	Increased wage differential for Grades 4, 5 and 6	
Grade 1 (includes General Labourer)	\$7.49 (\$6.64)	\$8.19	\$8.29
Grade 10 (includes Maintenance Electrician)	\$11.45 (\$10.60)	\$12.15	\$12.25
Grade 10A (Senior Tool & Die Maker-Specialist) (new)	\$12.45	\$13.40	\$13.50
Paid Holidays:	Guaranteed 6 days between Christmas Day and New Years' Day (new).		
Paid Vacation:	Effective July 1, 1981, 5 weeks (new) after 20 years' service.		
Health and Welfare:	Life Insurance and A.D. & D. - \$12,000 (\$11,000) coverage. Effective June 24, 1982, \$13,000.		
	Dental Plan - Effective August 1, 1981, payments are based on the 1981 (1979) Ontario Dental Association fee schedule.		
Pension Plan:	Effective January 1, 1982, \$8 (\$6) per month per year of future service. Effective January 1, 1983, \$10.		
Safety Shoe Allowance:	\$45 (\$40) per contract year. Effective June 24, 1982, \$50.		
Tool Allowance (new):	Effective June 24, 1982, maximum \$50 per year for tools broken on the job.		
<u>Rockwell International of Canada Ltd. at Guelph - Local 92, Molders (AFL-CIO/CLC): A</u>			
24-month renewal agreement effective from July 2, 1981 to July 1, 1983, covering 273 employees, settled with mediation assistance. Duration of negotiations - 2 months.			
Wages:	<u>Effective</u>	<u>July 2/81</u>	<u>July 2/82</u>
General Increases	75¢ - Incentive 85¢ - Non-incentive	55¢ - Incentive 65¢ - Non-incentive	
COLA Fold-in	45¢ - Incentive 51¢ - Non-incentive		

	<u>July 2/81</u>	<u>July 2/82</u>
Skilled Trades Adjustment	75¢	
Additional Adjustments	10¢ for Shipper-Receiver, 6¢ for Iron Pourer, 5¢ for Foundry Labourer and Tool Crib Attendant, and 15¢ for Prover Operator Assembler only while performing operation called Proving. Some classification adjustments	
Meter Assembler	\$7.24 ((\$5.88))	\$7.89
Foundry Labourer	\$7.62 ((\$6.21))	\$8.27
Tool & Die Maker	\$10.20 ((\$8.09))	\$10.85

Cost of Living Allowance: \$1.02 allowance was carried over from the previous two agreements. Effective July 2, 1981, 45¢ and 51¢ are folded into wages for incentive and non-incentive workers, respectively. 51¢ continues to float.

1¢ per 0.4 point increase in the Consumer Price Index - 1971=100. Adjusted quarterly. Triggers at 5%. Capped at 20¢ in the first year and 40¢ in the second. (Basic formula is unchanged. Previously, 6% trigger.)

Shift Premium: Effective July 2, 1982, 0-30¢-30¢ (0-25¢-25¢).

Lead Hand Premium: 25¢ (20¢) per hour.

Paid Holidays: One day is added during Christmas for a total of 13 days.

Paid Vacation: 5 weeks after 20 (21) years' service and 6 (5) weeks after 30 years.

Health and Welfare: Life Insurance and A.D. & D. - \$10,000 (\$9,000) coverage. Effective July 2, 1982, \$11,000.

Life Insurance for Retirees- \$2,000 (\$1,500) coverage after 10 years' service.

Weekly Indemnity - Effective January 1, 1982, maximum benefit is indexed to Unemployment Insurance Commission benefit. (Previously, maximum of \$170 per week.)

Extended Health Care - Effective October 1, 1981, Drug Plan has a 35¢ deductible per prescription. (Previously, \$10/\$20 deductibles.)

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective July 2, 1982, Blue Cross Rider # 1 is added, with 100% of premium costs paid by the employer.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective July 2, 1982, \$9.

Prescription Safety Glasses: Employer pays a maximum of \$35 (\$25) towards the cost of 1 pair per year.

Safety Shoe Allowance: Employer pays a maximum of \$15 per year towards the cost of metatarsal shields (new) and \$35 (\$25) per year towards the cost of 1 pair of safety shoes.

Paid Education Leave (new): Employer contributes 1¢ per hour per employee into a trust fund.

Medical Certificates and Reports: Employer will reimburse employee for the cost of obtaining a medical certificate or report up to a maximum of \$5 (new).

MACHINERY

Standard-Modern Technologies, formerly Standard-Modern Tool Company Limited at Toronto - Local 3252, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 30, 1981 to March 31, 1983, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 30/81</u>	<u>June 29/81</u> <u>and Quarterly</u> <u>thereafter*</u>	<u>Mar. 30/82</u>
COLA Fold-in		22¢		
General Increases			18¢	10¢
Job Class Increment		19¢ (15¢)		22¢
Labourer		\$8.17 (\$7.95)	\$8.35	\$8.99
Electronics Technician		\$12.16 (\$11.10)	\$12.38	\$13.72

*18¢ (12¢) per hour increases guaranteed every 3 months throughout the contract.

Cost of Living Allowance: 1¢ per 0.3 point rise in the Consumer Price Index - 1971=100 (unchanged). Payable quarterly. Triggers at 18¢ (12¢).

Shift Premium: 0-7%-7% (0-6%-7%).

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective March 30, 1982, \$10.

Safety Boot Allowance: \$42 (\$32.50) per year. Effective March 30, 1982, \$47.

TRANSPORTATION EQUIPMENT

de Havilland Aircraft of Canada Ltd. at Toronto - Locals 112 and 673, Auto Workers (AFL-CIO/CLC) (4,160 production, office and technical employees):
Two 36-month renewal agreements effective from June 23, 1981 to June 22, 1984, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 27/81</u>	<u>June 26/82</u>	<u>June 25/83</u>
	Increases			
	<u>Production</u>			
	Labour Grades 1-8	3%	3%	3%
	Skilled Trades and Stationary Engineers	3%	4%	4%
	Additional Adjustments			
	Skilled Trades	56¢-60¢		
	Stationary Engineers	56¢-58¢		
	Labour Grades 3-8	3¢-38¢		
	COLA Fold-in	\$2.05		
	Labourer	\$9.68 (\$7.41)	\$9.97	\$10.27
	Tool & Die Maker	\$12.24 (\$9.31)	\$12.73	\$13.24
	<u>Office</u> (Weekly Rates)			
	Groups 1-9	3%	3%	3%
	Groups 10-12	3%	4%	4%
	Additional Adjustments	\$1.88-\$24.44 per week for Groups 4-12		
	COLA Fold-in	\$2.05 per hour		
	General Duty Clerk (Group 2)	\$342.96 (\$258.33)	\$353.25	\$363.85

	June 27/81	June 26/82	June 25/83
Senior Process Planner (Group 12)	\$494.70 (\$381.92)	\$514.49	\$535.07
Cost of Living Allowance:	1¢ per 0.3 increase in the Consumer Price Index - 1971=100. Adjusted quarterly. (Basic formula is unchanged.)		
Hours of Work:	37 1/2 per week for office employees; 40 per week for production employees (unchanged).		
Shift Premium:	0-25¢-35¢ (0-20¢-26¢).		
Paid Holidays:	13 days (unchanged).		
Paid Vacation:	3 weeks after 4 years' service, 4 weeks after 12 years and 5 weeks after 20 years (unchanged).		
Health and Welfare:	<u>Life Insurance</u> - Wage related. \$19,000 (\$16,500) maximum coverage. <u>Weekly Indemnity</u> - \$225 (\$190), payable on a 1-5-52 basis. Effective in the second and third years, if the UIC maximum rises above \$225, the first 15 weeks are paid at higher rate. <u>Long Term Disability</u> - Wage related. \$825 (\$700) per month maximum. \$50 per month increase to current recipients. <u>Optical Plan</u> - \$60 (\$40) allowance every 2 years. Coverage extended to retirees (new). <u>Dental Plan</u> - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Restorative procedures and orthodontic coverage with 50%/50% coinsurance added.		
Pension Plan:	<u>Basic Benefit</u> - \$15 (\$12) per month per year of service for new retirees. <u>Bridging Benefit</u> - \$12.50 (\$10) per month per year of service, maximum 30 (25) years. <u>Early Retirement</u> - 55 years of age and 30 years of service - \$15 basic benefit plus \$12.50 bridging, to a maximum of \$825 (\$600) per month paid until age 65.		
Safety Shoe Allowance (new):	\$30 per year.		
<u>AP Parts of Canada Limited at Rexdale - Local 252, Auto Workers (AFL-CIO/CLC):</u> A 21-month renewal agreement effective from July 21, 1981 to April 30, 1983, with wages retroactive to May 1, 1981, covering 200 employees, settled during a work stoppage. Duration of negotiations - 3 months.			

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>
	General Increases	\$1.00	\$1.00
	Skilled Trades Adjustment	35¢	
	Additional Adjustments	10¢ for classified personnel and 25¢ for Set-up Man	
	Utility Man	\$8.41 (\$7.41)	\$9.41
	Skilled Tradesman	\$10.52 (\$9.17)	\$11.52
Shift Premium:	Effective May 1, 1981, 0-28¢-30¢ (0-18¢-22¢).		
Paid Holidays:	2 floater days are recognized in 1981 for a total of 13 days and 1 floater day is recognized in 1982 for a total of 12 days.		
Paid Vacation:	4 weeks after 11 (13) years' service and 5 weeks after 20 (25) years. Effective June 1, 1982, 4 weeks after 10 years.		
Bereavement Leave:	3 days' paid leave for a death in the immediate family. (Previously, up to 3 days paid leave).		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Effective August 1, 1981, \$13,000 (\$12,000) coverage. Effective May 1, 1982, \$14,000. <u>Weekly Indemnity</u> - Effective August 1, 1981, benefit increases to \$185 (\$150) per week. Effective May 2, 1982, \$200. <u>Vision Care</u> - Effective August 1, 1981, maximum claim for eyeglasses is \$65 (\$45) every 2 years. Effective May 1, 1982, \$75. <u>Major Medical and Drug Plan</u> - \$5 (\$25) deductibles. <u>Dental Plan</u> - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective May 1, 1982, the 1982 ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - Effective January 1, 1982, \$5 (\$3.50) per month per year of service for past and current retirees. Effective January 1, 1983, \$6.		
Safety Shoe Allowance:	Effective August 1, 1981, \$24 (\$17) per year. Effective May 1, 1982, \$28.		

WHOLESALE TRADE

National Grocers Company Limited, Warehouse, Transport Division and Cash and Carry Operations at various locations - Teamsters (Ind.): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 485 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Apr. 1/82</u>
	Increases	\$1.00-\$1.50	\$1.00
	Warehouseman	\$10.20 (\$9.19)	\$11.20
	Truck Mechanic	\$11.34 (\$9.84)	\$12.34
Shift Premium:	0-30¢-40¢ (0-25¢-30¢).		
Paid Rest Periods:	15-minute break after every 2 hours of overtime (new).		
Paid Holidays (Part-time):	New Year's, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day and Christmas Day are recognized for a total of 7 days.		
Holiday Pay:	Employees in receipt of Weekly Indemnity benefits or Workmen's Compensation receive an amount equal to the difference between such benefits and pay for the holiday (new).		
Paid Vacation:	5 weeks after 17 (18) years' service and 6 weeks at 15% (new) after 25 years.		
Injury Pay (new):	Employer pays transportation costs to and from the hospital and any hours the employee missed from his regularly scheduled shift.		
Bereavement Leave:	1 day's paid leave to attend the funeral of grandchildren and current spouses' grandparents.		
Paid Leave for Medical Examinations:	Maximum 4 (3) hours' pay.		
Health and Welfare:	Employer pays premium costs for OHIP, Prescription Drugs, Dental Plan, Life Insurance and A. D. & D. during the first 6 months of pregnancy leave (new).		
	<u>Life Insurance</u> - Effective May 1, 1981, \$18,000 (\$12,000) coverage. Effective April 1, 1982, \$20,000.		
	<u>Life Insurance for Retirees</u> - \$2,000 (\$1,500) coverage.		
	<u>A. D. & D.</u> - Effective April 1, 1982, \$15,000 (\$12,000) coverage.		

Weekly Indemnity - Effective May 1, 1981, maximum benefit increases to \$275 (\$250) per week. Effective April 1, 1982, \$300, payable on a 1-1-3-26 (1-1-4-26) basis.

Long Term Disability - Effective May 1, 1981, maximum \$800 (\$700) per month. Effective April 1, 1982, \$900.

Optical Plan - Effective May 1, 1981, contact lenses are included. Maximum claim is \$100 (\$60) every 2 years.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective April 1, 1982, the 1981 ODA fee schedule.

Pension Plan: Basic Benefit - Effective May 1, 1981, \$11 (\$10.50) per month per year of past and future service. Effective April 1, 1982, \$11.50.

Meal Allowance: \$3.50 (\$2.85) for breakfast and lunch, \$4.25 (\$3.60) for supper and \$3.75 (\$3.10) for late meals for highway drivers and overtime supper meals for drivers on out-of-town trips.

Mileage Allowance: 24.24¢ (22.02¢) per mile for highway drivers. Effective April 1, 1982, 26.46¢.

Safety Footwear Allowance: \$55 (\$45) per year.

Tool Allowance: Maximum \$125 (\$100) per year. Effective April 1, 1982, \$150.

Severance Pay: \$5,000 (\$3,000) maximum.

RETAIL TRADE

Thunder Bay Auto Dealers Association - Local 1120, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 200 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/81</u>	<u>July 1/81</u>	<u>Nov. 1/81</u>
Increases:				
Labourers		15¢	20¢	20¢
Stockmen		25¢	25¢	25¢
Mechanics		30¢	30¢	30¢
General Helper		\$5.98-\$6.98 (\$5.83-\$6.83)	\$6.18-\$7.18	\$6.38-\$7.38
Journeyman Mechanic		\$11.74 (\$11.44)	\$12.04	\$12.34

Effective	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>
Increases:		
Labourers	20¢	20¢
Stockmen	25¢	30¢
Mechanics	40¢	40¢
General Helper	\$6.58-\$7.58	\$6.78-\$7.78
Journeyman Mechanic	\$12.74	\$13.14

Probationary period is 3 months. Maximum rate for General Helper is reached after 6 months.

Health and
Welfare:

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$60.

Drug Plan and Dental Plan - \$50 (\$25) deductibles.

Consumers Distributing Company Limited, province-wide - Local 419, Teamsters (Ind.):

A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 309 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:

Effective	<u>Mar. 1/81</u>	<u>Aug. 1/81</u>
Increases	\$1.10 for Skilled Trades; \$1 for Reach Truck Operator and 90¢ for all others	52¢-53¢ for some classifications
Additional Adjustments	10¢ for Sweeper Operator. Some wage schedule restructuring and addition of new classifications	
General Labour	*\$6.47-\$7.47 (\$6.17-\$6.57)	*\$7.00-\$8.00
Maintenance - Qualified	*\$10.10-\$11.10 (\$9.03-\$10.00)	*\$10.10-\$11.10

Effective	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>
Increases	\$1.10 for Skilled Trades; \$1 for Reach Truck Operator; 90¢ for Non-driving Rate, Local Driving Rate and Shuntman and 75¢ for all others	50¢ for some classifications; 25¢ for Hy-Drive

	<u>Mar. 1/82</u>	<u>Sept. 1/82</u>
General Labour	*\$7.75-\$8.75	*\$8.25-\$9.25
Maintenance - Qualified	*\$11.20-\$12.20	*\$11.20-\$12.20

*Starting rates are \$1 less for new employees until completion of a 3-month probationary period (new).

Shift Premium:	0-25¢-35¢ (0-15¢-25¢).
Highway Driver Mileage Rate:	22.5¢ (19.8¢) per mile. Effective March 1, 1982, 24.7¢ per mile.
Overtime Pay:	Overtime for Highway Driver commences after 40 (44) hours' work per week. Double time (time and one-half) for all hours worked on a Sunday and double time (time and one-half plus holiday pay) on a statutory holiday, excluding Highway Driver.
Paid Holidays:	1 floating day, 1/2 day on Christmas Eve, and 1/2 day on New Year's Eve are added for a total of 11 days.
Paid Vacation:	4 weeks after 12 (15) years' service, and 5 weeks (new) after 18 years.
Bereavement Leave:	1 day's paid leave to attend the funeral of grandparents, mother-in-law, father-in-law, sister-in-law and brother-in-law for employees with 30 days' service (new).
Sick Leave:	Seniority continues to accrue up to the equivalent of employee's length of service up to a maximum of 1 year, on each occasion that the employee is away from work due to sickness or accident (new). Employer provides 8 days sick leave per year, payable on the second, third and fourth day of illness at 70% of employee's straight time rate. Sick leave pay unused during the preceding year will be paid to employees on March 1, 1982, and each year thereafter (new). Employees with less than 1 year's service receive a pro-rated payment on the basis of time worked. (Previously, employer paid the first 5 consecutive working days at straight time rates for employees with 30 days' service who were absent due to sickness for 8 days or more and who qualified for weekly indemnity payments.)
Maternity Leave:	Employer will reimburse seniority employees for the cost of health and welfare premiums while on leave provided employee returns to work promptly after leave and remains for a minimum of 60 consecutive working days (new).
Health and Welfare:	<u>Life Insurance, A.D. & D. Major Medical and Weekly Indemnity -</u> Effective September 1, 1981, employer contributes \$50 (\$40) per month per seniority employee to the Union Health/Welfare Fund. Effective March 1, 1982, employer contributes \$55.

Cold Weather Clothing Allowance:	\$30 (\$20) per November 15-March 15 period per employee required to work continuously for more than 1 full shift inside the trailers and/or containers. Employer will provide drivers with winter jackets (new).
Meal Allowance (new):	\$3 after 3 hours overtime.
Safety Helmets and Safety Shoe Allowance (new):	Employer will supply safety helmets, and pays a maximum of \$30 per year per employee towards the cost of safety shoes.
Tool Allowance:	Employer pays a maximum of \$60 (\$50) per year per designated employee with 1 year's service.
Medical or Eye Examination:	Employee receives straight time rate when examination is required by the employer during regular working hours (new).
Training Program (new):	Employer will implement a program for designated categories. Training to be performed on Saturday without pay. Employees receive a \$25 bonus upon successful completion of the program.

EDUCATION AND RELATED SERVICES

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC) (full and part-time teachers assistants and office and clerical employees): Two 12-month renewal office and clerical agreements effective from August 1, 1981 to July 31, 1982 and two 13-month renewal agreements covering teacher assistants effective from August 1, 1981 to August 31, 1982, covering a total of 410 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Aug. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	9%	2%
	Job Group I (includes Clerk/ Typist)	\$5.40-\$6.66 (\$4.95-\$6.11)	\$5.51-\$6.79
	Job Group VI (Senior Secretary II)	\$7.95-\$9.83 (\$7.29-\$9.02)	\$8.11-\$10.03
	Job Group VII (Senior Secretary III) (new)	\$8.75-\$10.81	\$8.93-\$11.03
	<u>Teacher Assistants</u>		
	Effective	<u>Sept. 1/81</u>	<u>Mar. 1/82</u>
	Increases	approx. 11%	2%

	<u>Sept. 1/81</u>	<u>Mar. 1/82</u>
Pre-School, Kindergarten and Special Education-Developmentally Handicapped	\$5.40-\$6.66 (\$4.80-\$6.00)	\$5.51-\$6.79

Probationary period is 90 calendar days. Maximum rates are reached after 2 annual increases.

Paid Vacation: Effective July 1, 1982, 5 weeks after 20 (22) years' service.

Compassionate Leave (new): 1 day's paid leave per year for emergencies at home or for a serious illness in the immediate family.

Health and Welfare: Life Insurance - Effective September 1, 1981, \$40,000 (\$25,000) maximum coverage.

Middlesex County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	<u>Effective</u>	<u>Sept. 1/81</u>
	Average Increase	12%
	Teacher Level 1 0-10 years	\$16,360-\$28,660 (\$14,530-\$25,370)
	Teacher Level 4 0-12 years	\$19,610-\$36,050 (\$17,460-\$32,210)
	Principal	\$45,200-\$48,500 (\$40,130-\$43,430)
	Vice-Principal	\$40,800-\$42,600 (\$36,470-\$38,270)

Responsibility Allowances:	Director of Department	\$2,900	(\$2,600)
	Major Head	\$2,600	(\$2,300)
	Minor Head	\$1,750	(\$1,450)
	Assistant Head	\$1,350	(\$1,050)
	Resource Teacher/Curriculum Assistant -		
	On Appointment	\$2,300	(\$2,200)
	After 1 year	\$2,700	(\$2,600)
	Consultant -		
	On Appointment	\$3,800	(\$3,700)
	After 1 year	\$4,300	(\$4,200)
	After 2 years	\$4,800	(\$4,700)

Related Trade or Professional Experience Allowance: \$600 (\$475) per year for related experience beyond Faculty of Education requirements, to a maximum 8 years for full years of related experience.

Sick Leave (new):	20 days per annum. Maximum accumulation of 220 days.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% of premium costs based on the rate charged for the month of September on the first \$25,000 of insurance. (Previously, employer paid 75% of premium costs.) <u>Healthguard 100 Plan and Dental Plan</u> - Employer pays 100% (75%) of premium costs.
Early Retirement Incentive Plan (new):	Retirees with 7 years' service who are eligible for an "A" Pension receive \$10,000 if retirement is taken 5 or more years prior to age 65; \$6,000 if taken 4 years before age 65; \$4,000 if taken 3 years early and \$2,000 if taken 1 or 2 years early. Retirees not eligible for an "A" Pension receive \$10,000 at age 60, \$6,000 at age 61, \$4,000 at age 62 and \$2,000 at age 63 and 64.
Paid Union Leave (new):	Up to 4 periods per day leave for the Chief Negotiator.
Professional Development Fund (new):	Employer contributes .25% of the cost of salaries only for members of the Branch Affiliate during the preceding calendar year. This amount to be supplemented by any amount transferred from the Education Improvement Leave Fund.

Norfolk Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 311 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Increase	approx. 12.5%
	Teacher Category D 0-5 years	\$13,150-\$18,500 (\$11,800-\$16,500)
	Teacher Category A1 0-10 years	\$17,250-\$28,400 (\$15,400-\$25,100)
	Teacher Category A4 0-10 years	\$20,800-\$36,000 (\$18,500-\$31,700)
	Principal A*	\$37,900-\$42,700 (\$33,500-\$37,800)
	Principal B*	\$34,900-\$39,300 (\$30,900-\$34,800)
	Principal C*	\$32,900-\$36,900 (\$29,000-\$32,600)

*Salary must be \$5,000 (\$3,700) higher than the Principal would receive as a teacher.

Extra Degree Allowances:	\$500 (\$400) for 1 additional university degree at the Master's level or higher and \$250 (\$200) for all other additional university degrees at the Master's level or higher which have not been used toward category placement, up to a maximum of \$750.	
Responsibility Allowances:	Vice-Principal	\$2,600-\$3,000 (\$2,200-\$2,600)
	Principal's Designate	\$375 (\$325)
Sick Leave:	Maximum accumulation of 280 (270) days.	
Paternity Leave (new):	1 day's paid leave to be present at the birth of a child.	
Health and Welfare:	Dependent's Term Insurance - Employer pays 75% (50%) of premium costs, at a level of \$5,000 for spouse and \$2,500 for each dependent child.	
"4 over 5 Years" Leave Plan (new):	Employee with 5 years' service may elect to be paid at 80% of salary for 5 years in order to take one of the years as a leave of absence.	

Queen's University at Kingston - Local 229, CLC Directly Chartered: A 12-month renewal agreement effective from July 1, 1981 to June 30, 1982, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>July 1/81</u>
	General Increase	12.3%
	Maid	\$5.22 (\$4.65)
	Tradesman	\$10.54 (\$9.39)

Shift Premium: 0-30¢-35¢ (0-25¢-30¢).

Saturday Premium (new): 35¢ per hour.

Safety Footwear Allowance: \$25 (\$20) per pair, up to a maximum of 2 pairs per year. Employer provides 1 pair per year, where required (new).

University of Ottawa - University Professors (Ind.) (professors, language teachers, professional counsellors and librarians) (850 employees): A 36-month renewal agreement effective from May 1, 1981 to April 30, 1984, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>	<u>May 1/83</u>
	General Increase	10%	*	*

	<u>May 1/81</u>	<u>May 1/82</u>	<u>May 1/83</u>
<u>Minimum Annual Rates</u>			
Lecturer	\$17,087 (\$15,534)		
Assistant Professor	\$21,989 (\$19,990)		
Associate Professor	\$28,283 (\$25,712)		
Full Professor	\$36,462 (\$33,147)		
Professional Salary Scale Maximum	\$59,356 (\$53,960)		

*Increases are equal to the Consumer Price Index average annual increase for January 1 to December 31 of the previous year, minus 1%.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	12.5%
*Classification Adjustment		
	CIA (includes Clerk Typist)	\$13,591.89-\$15,155.00 (\$12,081.68-\$13,471.11)
	L3A (includes Systems Librarian)	\$27,190.63-\$31,337.83 (\$24,169.45-\$27,855.85)
*Effective September 1, 1981, TSD Technicians upgraded to level PSS2.		
Probationary period is 3 months. Annual increments are based on satisfactory performance. Maximum rates can be reached after 3 or 4 years depending on classification.		
Call-in Pay:	Minimum of 3 hours' pay at time and one-half (unchanged) when called in for a special event on an unscheduled day (new).	
Overtime Pay:	Employee may elect time off in lieu of pay at 1 1/2 hours for each 1 hour of overtime worked (new).	

Standby Pay (new):	\$40 per week for maintenance employee. If called-in, employee receives the greater of time and one-half for all hours worked or 3 hours at time and one-half, in addition to standby pay.
Paid Leave for Union President:	8 (4) hours per week off duty to attend to union business.
Bereavement Leave:	Grandchild is added to the provision for 3 days' paid leave, or 5 days when burial occurs outside of Ontario.
Candidate for Election Leave (new):	Up to 4 weeks leave without, pay without loss of benefits and seniority.
Maternity Leave:	Employer maintains premium costs for OHIP, Extended Health Care, Dental and Group Life benefits for up to 4 months of absence. Seniority continues to accumulate. (new)
Paternity Leave (new):	Up to a maximum of 2 sick leave days for the caring of employee's wife following childbirth.
Credited Service:	Employee receives credited service for period spent while transferred or promoted if returned to bargaining unit within 12 months (new). Probationary period is reduced to 1 (3) months for employee who has acted in a higher classification for 2 or more months, and is then chosen as the successful applicant (new).
Health and Welfare:	<u>Life Insurance</u> - Effective September 1, 1981, employer pays 100% (50%) of the premium costs for the first \$2,000 coverage, and 50% (unchanged) for the balance. <u>Extended Health Care</u> - Effective September 1, 1981, vision care is added with a maximum claim of \$50 for eyeglasses every 2 years. Employer pays 100% of premium costs. <u>Occupational Accident or Illness Pay</u> - Employer pays regular salary up to a maximum of 3 months, provided compensable amount is paid directly to employer by the Workmen's Compensation Board. (Previously, paid 25% of regular salary in addition to award from WCB, for up to 3 months.) <u>Dental Plan</u> - Effective September 1, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule.
Pension Plan:	Study Committee to be established to consider improvements.
Mileage Allowance:	19¢ (15.5¢) per kilometre.
Safety Shoe Allowance (new):	Effective September 1, 1981, employer pays a maximum of \$4 per month for maintenance staff.
Severance Pay:	3 weeks' (10 days) pay in lieu of notice.

HEALTH AND WELFARE SERVICES

Catholic Children's Aid Society of Metropolitan Toronto - Local 2190, Canadian Union of Public Employees (CLC): An 18-month renewal agreement effective from January 1, 1981 to June 30, 1982, covering 207 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>June 29/81</u>	<u>Mar. 8/82</u>
	General Increases	12%	6%
	Child Care Worker I	\$13,275-\$16,675 (\$11,850-\$14,890)	\$14,070-\$17,670
	Social Worker V	\$21,770-\$27,350 (\$19,440-\$24,420)	\$23,075-\$28,995

Probationary period is 6 months. Maximum rates are reached after 4 annual increases.

Overtime Pay: Straight time pay up to 44 hours per week worked and time and one-half thereafter for full-time Social Workers unable to take compensatory time off in lieu of overtime hours worked within 4 months of the time it was earned (new). (Previously, compensatory time off must be taken within 12 or 14 weeks of the time it was earned.)

Paid Vacation: Effective in 1982, 5 weeks after 15 years' service (new).

Health and Welfare: Effective January 1, 1982, employer pays 70% (65%) of premium costs for insured benefits for full-time employees and dependents.

OHIP - Effective July 1, 1981, employer pays 100% (90%) of premium costs.

Dental Plan (new) - Effective as soon as possible after ratification, on a voluntary basis, Major Medical is extended to include Dental Plan. Employer pays 65% of premium costs. Deductibles are \$25 single/\$50 family. Co-insurance is 80%/20%. Payments are based on the 1981 Ontario Dental Association fee schedule. Effective January 1, 1982, employer pays 70% of premium costs and co-insurance is eliminated.

Mileage Allowance: 30¢ (26¢) per mile.

Parking Allowance: Effective July 1, 1981, \$15 at Keele St. and \$30 at Maitland St. flat rate. (Previously, \$6.13 for a minimum of 120 kilometers and 4 driving days per month, and \$12.25 for a minimum of 240 kilometers and 8 driving days per month at Keele St. and \$12.25 and \$24.50 respectively, at Maitland St.)

The John Noble Home at Brantford - Local 204, Service Employees International (AFL-CIO/CLC) (part-time and full-time employees): A 14-month renewal agreement effective from April 1, 1981 to June 1, 1982, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Aug. 1/81</u>	<u>Oct. 1/81</u>
	General Increases	65¢	15¢	50¢
	Laundry Helper	\$6.35-\$6.50 (\$5.70-\$5.85)	\$6.50-\$6.65	\$7.00-\$7.15
	R.N.A.	\$7.11-\$7.31 (\$6.46-\$6.66)	\$7.26-\$7.46	\$7.76-\$7.96

Probationary period is 30 worked days (45 calendar days) for full-time employees and 240 (360) hours of worked shifts within a 6-month period for part-time employees. Maximum rates are reached after two 6-month and one 12-month increase.

Retroactive Pay: Employees on the active payroll as of the date of ratification, those retired and receiving a pension after April 1, 1981 and the estate of those employees who have died will be paid retroactivity for all hours worked.

Paid Vacation: 3 weeks after 3 (4) years' service and 4 weeks after 10 (12) years, for full-time employees.

6% after 6,240 (8,320) hours of recorded seniority and 8% after 20,800 (24,960) hours, for part-time employees.

Bereavement Leave (Full-time): Son-in-law and daughter-in-law are added to the provision for 1 day's paid leave to attend or make arrangements for the funeral.

Paid Education Leave (Full-time) (new): Employee is granted leave of absence without loss of seniority when required by the employer or by legislation to complete required courses. Employer pays 50% of tuition fees excluding books and/or materials, upon successful completion of the course.

Health and Welfare (Full-time): Life Insurance - \$10,000 (\$5,000) coverage.

Dental Plan - Plan to include denture repair and relining (new).

Part-time Employees: Pay in Lieu of Fringe Benefits - 12% (9.6%) of regular pay.

LOCAL ADMINISTRATION

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)
(1,230 outside employees, clerical/technical employees, dental hygienists and assistants): Three 12-month renewal agreements effective from January 1, 1981 to December 31, 1981, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	12.5%
	<u>Outside Employees</u>	
	Additional Adjustments	Restructuring of wage schedule to 16 (14) wage groups. Some wage comparability adjustments.
	Labourer (Non-Probationary) Wage Group 2	\$8.64 (\$7.68)
	Heavy Equipment Operator-Wage Group 11 (9)	\$9.71 (\$8.63)
	Automotive Mechanic Wage Group 15 (13)	\$10.80 (\$9.38)
	<u>Clerical/Technical Employees</u> (Weekly Rates)	
	Clerk General Grade 1 Wage Group 1	\$210.65-\$242.36 (\$187.24-\$215.43)
	Data Processing Machine Operator Grade 2 Wage Group 8	\$349.45-\$406.19 (\$310.62-\$361.06)
	Civil Technologist Grade 4 Wage Group 16	\$484.67-\$550.11 (\$430.82-\$488.99)
Hours of Work:	<u>Outside Employees</u> - 40 per week (unchanged).	
	<u>Clerical/Technical Employees</u> - School health assistants - normal school hours to a maximum of 35 per week; all others - 35 per week (unchanged).	
	<u>Hygienists and Dental Assistants</u> - Based on 35 per week but actual hours related to school year and determined by employer with no guarantee on any set number of hours per week (unchanged).	
Shift Premium:	0-33¢-33¢ (0-30¢-30¢).	

Weekend Premium: 33¢ (30¢) per hour for work on a Saturday and/or Sunday for which no other bonus is paid.

Weekend Shift Bonus Premium (new): 60¢ per hour for all regular hours worked on the afternoon and/or night shifts ending on a Saturday and/or Sunday as part of a regularly scheduled work week.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 2 years, 4 weeks after 10 years, 5 weeks after 18 years and 6 weeks after 24 years. Entitlements are prorated by 10/12 for school health assistants, dental hygienists and dental assistants (unchanged).

Health and Welfare: Long Term Disability - Pays 75% of basic salary to a maximum of \$2,500 (\$2,000) per month.

Optical Plan - \$50 every 2 years (previously \$10 per year).

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1981, Major Services Plan is added on an 80% co-insurance basis and an Orthodontic Rider on a 50% co-insurance basis to a lifetime maximum of \$1,000 per family member.

Car Allowance: Minimum guarantee \$22.50 (\$20) per month for inside employees who have been designated by the Department Head to have their car available for use by the city.

Mileage Allowance: 19¢ (17¢) per kilometer.

North York City Corporation - Local 752, Fire Fighters (AFL-CIO/CLC) (615 employees):
A 12-month renewal agreement covering wages only effective from January 1, 1981 to December 31, 1981 settled by arbitration.*
Duration of negotiations - 10 months.

*The full North York award including working conditions is expected to be released in September, 1981.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Sept. 1/81</u>
General Increases		12.34%	1.17%
Fire Fighter 4th Class		\$20,007 (\$17,809)	\$20,241
Fire Fighter 1st Class		\$26,676 (\$23,745)	\$26,988
Platoon Chief		\$40,041 (\$35,618)	\$40,482

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503, Canadian Union of Public Employees (CLC) (3,000 civic employees): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>	<u>July 1/82</u>
General Increases		11%	2%	10%	1.5%
Labourer		\$7.54-\$8.09 (\$6.79-\$7.29)	\$7.69-\$8.25	\$8.46-\$9.08	\$8.59-\$9.22
Electrician III		\$11.02 (\$9.93)	\$11.24	\$12.36	\$12.55

Annual Rates

Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
Clerk I	\$11,043.57-\$14,028.26 (\$9,949.16-\$12,638.07)	\$11,264.44-\$14,308.83
Administration Officer VIII	\$26,937.41-\$32,136.10 (\$24,267.94-\$28,951.44)	\$24,746.16-\$32,778.82

Effective	<u>Jan. 1/82</u>	<u>July 1/82</u>
Clerk I	\$12,390.88-\$15,739.71	\$12,576.74-\$15,975.81
Administration Officer VIII	\$27,220.78-\$36,056.70	\$27,629.09-\$36,597.55

Hours of Work: Varies according to classification (unchanged).

Acting Pay: Higher salary is paid after 15 (25) days in a higher position.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective January 1, 1982, 4 weeks after 10 (11) years' service, 5 weeks after 19 (20) years and 6 weeks after 29 (30) years. Also 2 weeks after 1 year and 3 weeks after 2 years (unchanged). Effective January 1, 1982, 5 weeks after 18 years and 6 weeks after 28 years.

Leave Without Pay: Paternal (Maternity) Leave - Effective July 15, 1981, maximum 6 months, to be used for the birth or adoption of employee's child.

Health and Welfare: Life Insurance - Effective August 1, 1981, \$40,000 (\$30,000) coverage.

Optical Benefit (new) - Effective August 1, 1981, \$75 every 2 years, per family member. 90%/10% co-insurance.

Dental Plan - Effective July 1, 1981, payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective July 1, 1982, the 1982 ODA fee schedule.

Metric Tool Allowance (new):	Employer contributes 25% towards the cost of the initial set of tools.
Transportation Allowance:	19¢ (16.5¢) per kilometer.
Severance Pay (new):	2 weeks pay for 1 to 2 years of service, 3 weeks pay for 3 to 5 years, 4 weeks pay for 6 to 8 years and 5 weeks pay for 9 to 12 years.
Income Protection Plan:	Employee with 3 to 6 months' service receives 17 weeks leave at 66 2/3% of salary. (Previously, employee with less than 6 months service was not entitled to any salary replacement under the I.P.P.)

Scarborough Borough Corporation - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 411 employees, settled by arbitration. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/81</u>
	Increase	12.37 % on 1st Class Fire Fighter rate
	4th Class Fire Fighter	\$20,241 (\$18,014)
	1st Class Fire Fighter	\$26,988 (\$24,018)
	Assistant Deputy Chief	\$42,101 (\$37,468)

Service Pay: \$60 annually after 7 years' service, \$115 after 11 years, \$170 after 16 years and \$225 after 21 years. (Previously, \$55 annually after 7 years' service, \$110 after 12 years, \$165 after 17 years and \$220 after 22 years.)

Bereavement Leave: Mother-in-law and father-in-law are included in the definition of immediate family for up to 3 days' paid leave. (Previously, 1 day to attend the funeral.) One day's paid leave to attend the funeral of a son-in-law, daughter-in-law or grandchild (new).

Health and Welfare: Hospital and Medical Insurance, OHIP, Semi-Private Hospitalization, Co-operative Health Services, Eyeglass Benefit and Dental Plan - Employer continues to pay the premium costs for the first 2 years of Long Term Disability payments (new).

Dental Plan - Effective September 1, 1981, employer pays 100% of premium costs for orthodontic coverage with family coverage, on a 50%/50% co-insurance basis, to a lifetime maximum of \$1,000 (new).

York Regional Municipality and York Regional Land Division Committee - Local 1953,
Canadian Union of Public Employees (CLC): A 12-month renewal
agreement effective from January 1, 1981 to December 31, 1981,
covering 280 employees, settled at the conciliation officer
stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	10.5%	2.0% non-compounded
	Additional Adjustments	10¢-33¢ for some positions	
		Some classification adjustments	
	Housekeeper	\$5.49-\$5.92 (\$4.97-\$5.36)	\$5.59-\$6.03
	Clerk Steno	\$6.08-\$7.25 (\$5.40-\$6.46)	\$6.19-\$7.38
	Labourer-Driver	\$7.97-\$8.29 (\$7.21-\$7.50)	\$8.11-\$8.44
	Planner III	\$14.69-\$18.07 (\$13.29-\$16.35)	\$14.95-\$18.39

Maximum rates are reached after completion of the 6-month probationary period for Housekeeper and Labourer-Driver and after 30 months for Clerk Steno and 42 months for Planner III.

Shift Premium: 0-35¢-35¢ (0-30¢-30¢).

Paid Vacation: 15 days after 3 (4) years' service, 16 days after 5 (6) years, 17 days after 7 (8) years, 18 days after 9 (10) years, 19 days after 11 (12) years, 20 days after 12 (13) years, and 25 days after 18 (20) years.

25 days after 18 years' service for Day Care Teachers and Registered Nurses (new).

Maternity Leave: Seniority will accrue up to a maximum of 17 weeks (new).

Meal Allowance: \$5.50 (\$4.50) after 2 hours' overtime.

ADDENDUM

May 1981 Settlement

CONSTRUCTION

Ontario Form Work Association - Form Work Council of Ontario: A 24-month renewal agreement effective from May 11, 1981 to April 30, 1983, covering 1,200 employees, settled with mediation assistance during a work stoppage and ratified in May, 1981. Duration of negotiations - 2 months.

International Operating Engineers, Local 793

Wages:	Effective	<u>May 1/81</u>	<u>Aug. 15/81</u>
	General Increases	\$1.31	20¢
	Operator - Forklift	\$13.60 (\$12.29)	\$13.80
	Operator - Skyway - type Crane	\$15.10 (\$13.79)	\$15.30
	Effective	<u>Nov. 1/81</u>	<u>May 1/82</u>
	General Increases	20¢	\$2.00
	Operator - Forklift	\$14.00	\$16.00
	Operator - Skyway type Crane	\$15.50	\$17.50
Overtime Pay:	Double time after 8 (9) hours per day. (Previously, time and one-half for the first hour overtime.)		
Vacation Pay:	12% (10%), includes 5% (4%) holiday pay.		
Pension Plan:	Employer contributes 85¢ (70¢) per hour earned. Effective May 1, 1982, \$1.00.		
Training Fund (new):	Employer contributes 10¢ per hour earned.		
Travelling Allowance:	\$20 (\$15) per day worked for 25-50 miles; \$25 (\$20) per day worked for 50-100 miles and \$29 (\$24) seven days per week for over 100 miles.		

Labourers

Wages:	Effective	<u>May 11/81</u>	<u>Nov. 1/81</u>	<u>May 1/82</u>
	Increases	83¢-\$1.78	0-20¢	\$1.00-\$2.10

	<u>May 11/81</u>	<u>Nov. 1/81</u>	<u>May 1/82</u>
<u>Form Helper</u>			
Local 183, Toronto	\$11.46 (\$10.41)	\$11.66	\$13.66
Local 1081, Kitchener and Local 1059, London (new)	\$11.34 (\$10.31)	\$11.54	\$12.54
Local 247, Kingston	\$11.04 (\$10.01)	\$11.09	\$13.14
Local 1036, Sault Ste. Marie	\$10.38 (\$9.43)	\$10.38	\$12.38
Local 597, Oshawa	\$11.13 (\$10.11)	\$11.13	\$12.88
Local 837, Hamilton (new)	\$11.03	\$11.23	\$13.11
Local 493, Sudbury (new)	\$10.50	\$10.50	\$12.50
<u>Form Builder - Setter</u>			
Local 183, Toronto	\$12.96 (\$11.91)	\$13.16	\$15.16
Local 1081, Kitchener	\$12.84 (\$11.81)	\$13.04	\$15.04
Local 247, Kingston	\$12.54 (\$11.51)	\$12.59	\$14.64
Local 1036, Sault Ste. Marie	\$12.71 (\$10.93)	\$12.91	\$15.01
Local 597, Oshawa	\$12.44 (\$11.61)	\$12.64	\$14.56
Local 1059, London	\$12.84 (new)	\$13.04	\$15.04
Local 837, Hamilton and Local 493, Sudbury	\$12.53 (new)	\$12.73	\$14.61

Hours of Work: Effective May 1, 1982, 8 hours per day (previously 8 1/2 hours per day Monday to Thursday and 8 hours on Friday).

Working Foreman Premium: \$1.00 per hour more than the people being supervised. (New for Locals 493, 837 and 1059. Previously, 50¢ for Locals 1036, 247, 1081 and 183. Local 597 was 60¢ for supervising form builder - setters and reinforced concrete workers and 50¢ for form helpers.)

Shift Premium: 0-50¢-60¢ (new for Locals 837, 493 and 1059; unchanged for all others).

Vacation Pay: 10% (9%) for Locals 1081 and 597; 10% (new) for Local 493.

Welfare Fund:	Employer Contributions - 47¢ (35¢) per hour for Local 1081; 85¢ (55¢) per hour for Local 1036. Effective May 1, 1982, 90¢; 75¢ (63¢) per hour for Local 597. Effective May 1, 1982, 80¢; 47¢ per hour for Local 1059 (new); 54¢ per hour for Local 493 (new); 75¢ per hour for Local 837 (new). Effective May 1, 1982, 90¢; Effective May 1, 1982, 75¢ (63¢) per hour worked for Local 183.
Pension Fund:	Employer Contributions - 20¢ (10¢) per hour worked for Local 183. Effective May 1, 1982, 30¢; 30¢ (20¢) per hour worked for Local 1036; 30¢ per hour worked for Local 1059 (new). Effective May 1, 1982, 40¢; 45¢ (35¢) for Local 247. Effective May 1, 1982, 50¢; 50¢ for Local 837 (new) and Local 1081 (40¢). Effective May 1, 1982, 60¢; 60¢ (40¢) per hour worked for Local 597. Effective May 1, 1982, 80¢ and 65¢ for Local 493 (new). Effective May 1, 1982, 75¢.
Industry Fund:	Employer contributes 4¢ (3¢) per hour worked.
Training Fund (Local 247):	Effective November 1, 1981, employer contributes 5¢ (3¢) per hour. Effective May 1, 1982, 10¢.
Board Allowance:	\$25 (\$20) per day to a maximum of \$125 (\$100) per week for all Locals. Effective May 1, 1982, \$30 per day to a maximum of \$150 per week.*
	*Rates apply to Local 493 beyond a 50-mile radius and within a 100-mile radius of the Federal Buildings at Sudbury, Little Current, North Bay, Parry Sound, Kirkland Lake and Haileybury. If work is performed on a Saturday and/or Sunday, or when working beyond the 100-mile radius, \$18 per day.
Mileage Allowance:	40¢ per kilometre. (New for Locals 493, 837 and 1059 and 11¢ for all other Locals. Previously, 18¢ for Local 1036.) Effective May 1, 1982, 25¢.
Reporting Allowance (new):	2 hours' pay for all International Operating Engineers and all Labourers Locals.
Tool and Clothing Insurance:	Maximum \$200 (\$125) coverage per employee, for all International Operating Engineers and all Labourers Locals.

June 1981 Settlements

TRANSPORTATION

Voyageur Colonial Limited, various centres in Ontario and in Quebec, west of Montreal - Locals 267 and 306, Railway, Transport and General Workers (AFL-CIO/CLC) (bus operators, garage employees, information clerks, ticket clerks and paribus employees): A 36-month renewal agreement effective from November 16, 1980 to November 15, 1983, covering 450 Ontario employees, settled during a work stoppage and ratified in June, 1981. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 16/80</u>	<u>May 16/81</u>	<u>Nov. 16/81</u>
Increases		85¢	15¢	\$1.10 for Tradesmen, \$1.05 for Maintenance empls. and Ticket Clerks, 95¢ for Parbus empls. and 80¢ for Switchboard empls.
Serviceman		\$8.38 (\$7.53)	\$8.53	\$9.58
First Class Tradesman		\$10.48 (\$9.63)	\$10.63	\$11.73
<u>Minimums</u>				
<u>Bus Operators</u>				
Non-Productive (Spare Operator in Home Port)		\$38 per day (\$35)		\$38
Booked		\$65 per day (\$55)		\$68
Effective		<u>Nov. 16/82</u>	<u>May 16/83</u>	
Increases		10.5%	11% non-compounded over Nov. 16/81 rates 6¢ for First Class Tradesman	
Serviceman		\$10.59	\$10.63	
First Class Tradesman		\$12.96	\$13.02	
<u>Minimums</u>				
<u>Bus Operators</u>				
Non-Productive (Spare Operator in Home Port)		\$40		
Booked		\$70		
Cost of Living Allowance (new):	.33% per 1.0 point increase in the Consumer Price Index - 1971=100, using 218.65 as the base index. Triggers at 38%. Paid quarterly.			
Shift Premium:	0-35¢-45¢ (0-30¢-40¢). Effective November 16, 1982, 0-40¢-50¢.			

Lead Hand Premium:	55¢ (50¢) per hour. Effective November 16, 1981, 60¢. Effective November 16, 1982, 65¢.
Ticket Clerk No. 1 Premium:	80¢ (75¢) per hour. Effective November 16, 1981, 85¢. Effective November 16, 1982, 90¢.
Lead Hand Information Clerk Premium:	55¢ (50¢) per hour. Effective November 16, 1981, 60¢. Effective November 16, 1982, 65¢.
Charter Premium:	\$3.50 (\$3) per hour after 9 hours from report time of the Charter, and \$5.50 (\$5) per hour after the twelfth hour from report time. Effective November 16, 1982, \$3.75 and \$5.75 respectively.
Sightseeing or Shuttle Work in Home Port:	Operator receives the productive minimum of \$65 (\$35 or mileage, whichever is greater) for the first 9(8) hours and receives normal charter premiums after 9 and 12 hours (previously \$5 per hour after 8 hours). Effective November 16, 1981, productive minimum increases to \$68. Effective November 16, 1982, \$70.
Paid Holidays:	Effective November 16, 1982, 1 day is added on employee's birthday for a total of 12 days.
Paid Vacation:	Effective November 16, 1982, 3 weeks after 3 (5) years' service and 4 weeks after 9 (12) years.
Vacation Bonus (new):	Effective November 16, 1982, 4 weeks on the anniversary of 25 years' service.
Jury or Court Witness Leave:	Employer pays a maximum of \$7 (\$6) per hour for actual time held, with a minimum of 3 hours, if no working time is lost. Effective November 16, 1982, \$7.50. \$70 (\$65) for a spare operator. Effective November 16, 1981, \$75. Effective November 16, 1982, \$80.
Health and Welfare:	Employer contributes \$80 (\$75) per month per employee to the Trust Fund. Effective November 16, 1982, \$85.
Charter Cleaning Allowance:	\$7.50 (\$5) per day for each day an operator is required to clean his coach. Effective November 16, 1981, \$8. Effective November 16, 1982, \$8.50.
Meal Allowance:	Effective September 1, 1981, operators receive a maximum of 2 meals per day at \$3.50 per meal on day 2 and thereafter of over-night trip away from home port (new). Effective November 16, 1982, \$4.
Parcel Allowance:	22¢ (20¢) per bundle or parcel. Effective November 16, 1981, 23¢. Effective November 16, 1982, 24¢.
Tool Allowance:	Effective November 16, 1981, employer pays a maximum of \$210 (\$200) per year per employee. Effective November 16, 1982, \$225.
Transportation Allowance:	Maximum cost to employer is \$7 (\$5.80) per day per employee. Effective November 16, 1981, \$7.25.

Mileage Rate: 31¢ (27.75¢) per mile for Bus Operators. Effective November 16, 1981, 34.50¢ per mile. Effective November 16, 1982, 38¢ per mile.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation
(Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 330 employees, settled at the bargaining stage and ratified in June, 1981. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	Increases	11.8%	8.75%
	Teacher Category 1 0-5 years	\$13,009-\$17,766 (\$11,636-\$15,891)	\$14,147-\$19,321
	Teacher Category 4 0-11 years	\$16,389-\$28,388 (\$15,139-\$25,524)	\$17,823-\$30,872
	Teacher Category 7 0-11 years	\$19,607-\$35,858 (\$17,517-\$31,906)	\$21,323-\$38,996

Cost of Living Allowance (new): Effective June 30, 1983, \$15 per 1/10% rise in the Consumer Price Index above the base of June 30, 1982. Triggers at 10%. Maximum payment \$300. Payable in a lump sum prior to August 31, 1983. Allowance to be pro-rated for part-time teachers and teachers employed for less than a full year.

Responsibility Allowances:	<u>Principal</u>	
	"A" Schools	- \$3,960 (\$3,600) plus \$360 (\$325) per occupied classroom. Effective September 1, 1982, \$4,305 plus \$390, respectively.
	"B" Schools	- \$455 (\$415) per occupied classroom. Effective September 1, 1982, \$495.
	<u>Vice-Principal</u>	- \$220 (\$200) plus \$185 (\$170) per occupied classroom. Effective September 1, 1982, \$240 plus \$200, respectively.
	<u>Supervisors (Elementary)</u>	- \$2,750 (\$2,500). Effective September 1, 1982, \$2,990.
	<u>Supervisors (K-13)</u>	- \$6,891 (\$6,800). Effective September 1, 1982, \$7,495.

Extra Degree Allowances: \$110 ((\$100) for Bachelor of Education.
\$330 (\$300) for other approved post-graduate Bachelor's Degrees.
\$660 (\$600) for Master's Degree.
\$1,100 (\$1,000) for Doctor's Degree.

Evaluation for Grid Placement:	Effective September 1, 1982, based on Qualification Evaluation Council of Ontario Program 3. (Q.E.C.O. 2).
Health and Welfare:	<u>Life Insurance, OHIP, Extended Health Care and Long Term Disability</u> - Employer pays 85% (80%) of premium costs. <u>Dental Plan</u> - Effective September 1, 1982, employer pays 70% (50%) of premium costs.
Paid Union Leave (new):	Up to 5 days per school year for the chairperson and/or the chief negotiator and the union president.

Stormont, Dundas and Glengarry County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (520 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage and ratified in June, 1981. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Average Increase	11%
	Teacher-Group 1 0-11 years	\$17,120-\$29,075 (\$15,420-\$26,195)
	Teacher-Group 4 0-11 years	\$19,690-\$35,965 (\$17,725-\$32,400)
	Vice Principal 0-4 years	\$41,850-\$44,530 (\$38,040-\$40,480)
	Principal 0-4 years	\$46,315-\$49,015 (\$41,720-\$44,160)

Health and Welfare:	Employer pays 85% (80%) of premium costs for medical, hospital and dental services.
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HEALTH AND WELFARE SERVICES

Pembroke General Hospital - Local 1502, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from September 29, 1980 to September 28, 1982, covering 210 employees, settled at the post conciliation bargaining stage in June, 1981. Duration of negotiations - 9 1/2 months.

Wages:	Effective	<u>Sept. 29/80</u>	<u>June 1/81</u>
	General Increases	65¢	15¢
	Maintenance Trades Adjustment	15¢	

	<u>Sept. 29/80</u>	<u>June 1/81</u>
Laundry Helper II 0-2 years	\$6.141-\$6.468 (\$5.491-\$5.818)	\$6.291-\$6.618
R.N.A. 0-2 years	\$7.356-\$7.683 (\$6.706-\$7.033)	\$7.506-\$7.833
Electrician 0-2 years	\$9.115-\$9.407 (\$8.315-\$8.607)	\$9.265-\$9.557
Effective	<u>Sept. 29/81</u>	<u>June 1/82</u>
General Increases	50¢	35¢
Maintenance Trades Adjustment	15¢	
Laundry Helper II 0-2 years	\$6.791-\$7.118	\$7.141-\$7.468
R.N.A. 0-2 years	\$8.006-\$8.333	\$8.356-\$8.683
Electrician 0-2 years	\$9.915-\$10.207	\$10.265-\$10.557
Probationary period is 37 1/2 hours of straight time (previously 45 days) worked.		
Shift Premium:	0-26.7¢-26.7¢ (0-24.7¢-24.7¢) per hour. Effective September 29, 1981, 0-28¢-28¢.	
Standby Pay:	\$1.25 (\$1.00) per hour.	
Overtime Pay	Double time (time and one-half) for work on paid holidays.	
Maternity Leave:	Employee on leave accumulates seniority up to a maximum of 6 months (new) but not for purposes of salary increment, vacation sick leave, or any other benefits.	
Notice of Layoff:	Employer must discuss the matter with the Union at least 30 days in advance of any lay-offs of a permanent or long-term nature (new).	
Allowance for Work Outside of Bar- gaining Unit (new):	\$3 per shift for assigned responsibilities in excess of 1/2 of 1 shift.	
Protective Foot- wear Allowance (new):	\$25 per year for full-time ambulance, grounds and maintenance employees.	
Part-time Employees:	<u>Pay in Lieu of Fringe Benefits</u> - 12% of hourly wage rate for regular and relief part-time employees. (Previously, 15¢ per hour for regular part-time employees.)	

Scarborough Centenary Hospital Association - Local 1320, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from September 29, 1980 to September 28, 1982, covering 435 employees, settled at the post conciliation bargaining stage in June, 1981. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 29/80</u>	<u>June 1/81</u>
General Increases		65¢	15¢
Maintenance		15¢	
Trades Adjustment			
Service Group 1 (includes Food Service Aide)		\$6.44-\$6.75 (\$5.79-\$6.10)	\$6.59-\$6.90
R.N.A. 0-3 years		\$7.12-\$7.68 (\$6.47-\$7.03)	\$7.27-\$7.83
Electronic Technician 0-3 years		\$9.45-\$10.40 (\$8.65-\$9.60)	\$9.60-\$10.55

	<u>Sept. 29/81</u>	<u>June 1/82</u>
General Increases	50¢	35¢
Maintenance	15¢	
Trades Adjustment		
Service Group 1 (includes Food Service Aide)	\$7.09-\$7.40	\$7.44-\$7.75
R.N.A. 0-3 years	\$7.77-\$8.33	\$8.12-\$8.68
Electronic Technician 0-3 years	\$10.25-\$11.20	\$10.60-\$11.55

Probationary period is 45 days worked. Maximum rates for Food Service Aide are reached after one 3-month and one 12-month increase.

Shift Premium: 0-\$2.00-\$2.00 (0-\$1.85-\$1.85). Effective September 29, 1981, 0-\$2.10-\$2.10.

Standby Pay: \$1.25 (\$1.00) per hour.

Overtime Pay: Effective July 1, 1981, double time (time and one-half) for work on paid holidays.

Paid Vacation: 3 weeks after 3 (4) years' service.

Bereavement Leave: 1 day's mourner leave if employee is unable to attend funeral (new).

Notice of
Layoff:

Employer must discuss the matter with the Union at least 30 days in advance of any lay-offs (new).

Allowance for
Work Outside of
Bargaining Unit:

\$3 (\$2.50) per shift.

Health and
Welfare:

Dental Plan - Effective September 29, 1981, Blue Cross Dental Plan # 9 (7) is implemented.

Negotiations in Progress during July 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Algoma Ore Div. of the Algoma Steel Corp. Ltd., Wawa	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	635	PCB
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (clerical and technical empls.)	520	PCB
Algoma Steel Corp. Ltd., Sault Ste. Marie	Steelworkers (AFL-CIO/CLC) (production and maintenance empls.)	6,900	MED
Algoma Steel Corp. Ltd., (Transportation Dept.), Sault Ste. Marie	United Transportation Union (AFL-CIO/CLC)	200	B
Algoma Steel Corp. Ltd. (Tube Div.), Sault Ste Marie	Steelworkers (AFL-CIO/CLC) (production empls.)	930	PCB
American Hoist of Canada Ltd., Brampton	Auto Workers (AFL-CIO/CLC)	230	WS
Babcock and Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	915	CO
B.D.C. Ltd., Toronto, Windsor, London, Hamilton and Ottawa	Teamsters (Ind.)	458	CO
Canada Packers Ltd. (Beardmore Div.), Halton Hills (Acton)	Food and Commercial Workers (AFL-CIO/CLC)	360	CO
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	481	B
Canadian Fram Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	1,000	CO
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED
Canadian Lake Carriers Assn., province-wide**	Merchant Service Guild (CLC) (deck officers)	280	CO
Canadian Pittsburgh Glass Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	460	B
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	298	CO
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	CO

* See page 499 for definition of codes

** Federal jurisdiction

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	890	B
Central Park Lodges of Canada (Retirement Homes), Intercity	Service Employees (AFL-CIO/CLC)	900	CO
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	600	B
Chateau Laurier, Ottawa	Railway, Transport and General Workers (CLC)	300	B
Christie, Brown and Co. Ltd., Toronto	Bakery and Tobacco Workers (AFL-CIO/CLC)	620	PCB
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	CO
Coca Cola Ltd., Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,145	B
Connaught Laboratories Ltd., Toronto	Employees' Assn. (Ind.)	525	B
Crown Cork and Seal Ltd., Concord	Steelworkers (AFL-CIO/CLC)	250	CO
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,675	CO
Dominion Textile Inc. (Caldwell Consumer Products), Iroquois	United Textile Workers (AFL-CIO/CLC)	300	B
Dominion Textile Inc. (Long Sault Fabrics and Yarns Plants), Long Sault	United Textile Workers (AFL-CIO/CLC)	570	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Regional Municipality	CUPE (CLC)	350	B
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B

**Federal jurisdiction

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Electrohome Ltd., Cambridge	Auto Workers (AFL-CIO/CLC)	335	B
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,050	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	PCB
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical, full-time empls.)	1,740	CO
Ferranti-Packard Transformers Ltd. (St. Catharines Div.)	Steelworkers (AFL-CIO/CLC)	248	MED
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	750	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	530	B
GSW Ltd. and subsidiaries, Fergus and other locations	Steelworkers (AFL-CIO/CLC) (office and plant empls.)	575	B
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	360	B
Griffith Mine (Pickands Mather and Co.), Bruce Lake	Steelworkers (AFL-CIO/CLC)	390	B
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	205	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	B
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	202	B

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Negotiations Status
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	505	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	ME
ITT Industries of Canada Ltd. (Communications, Controls and Instruments Div.), Guelph	Steelworkers (AFL-CIO/CLC)	205	MED/S
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	225	PC
Interforest Ltd., Durham	Woodworkers (AFL-CIO/CLC)	250	CO
Ivaco Rolling Mills, a Div. of Industrial Fasteners Ltd., L'Orignal	Steelworkers (AFL-CIO/CLC)	225	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
Kitchener City Corp. (Transit Div.)	Railway, Transport and General Workers (CLC)	275	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	560	B
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	205	B
H.D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	240	CO
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	MED/S
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Loblaws Ltd. (Warehouse, Advertising and Produce Depts.), province-wide	Food and Commercial Workers (AFL-CIO/CLC)	430	B
MacMillan Bloedel, Pembroke	Woodworkers (AFL-CIO/CLC)	200	MED
McMaster University, Hamilton	Cdn. Union of Educational Workers (Ind.)	1,100	PCB
Metropolitan Toronto Assn. for the Mentally Retarded	CUPE (CLC)	300	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Units A, B and C)	1,120	PCB
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	MED
National Steel Car Corp., Hamilton	Steelworkers (AFL-CIO/CLC)	750	B
Niagara Regional Municipality (Welland County Home for the Aged)	CUPE (CLC)	445	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,145	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	ARB
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300	B

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'l Stage
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	CO
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	PCB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough, Victoria, Northumberland and Newcastle Roman Catholic School Board	Ont. English Catholic Teachers' Assn. (Ind.)	244	B
Pipe Line Contractors Assn. of Canada	Int'l. Operating Engineers (AFL-CIO/CLC)	375	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	465	WS
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time and part-time nurses)	301	PCB
Rio Algom, Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,400	CO
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	ARB
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	200	B
Scarborough Borough Board of Education and others	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,910	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B

**Federal jurisdiction

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	240	CO
Sparton of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	240	PCB
Steel Co. of Canada Ltd., Brantford Gananoque, Hamilton and Toronto	Steelworkers (AFL-CIO/CLC) (production empls.)	1,790	PCB
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	MED
Steel Co. of Canada Ltd. (Lake Erie Div.), Nanticoke	Steelworkers (AFL-CIO/CLC)	600	PCB
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Sudbury Board of Education	CUPE (CLC)	391	CO
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	595	PMB
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
TAS Communications Services, Toronto	Communications Workers (CLC)	225	CO
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	265	B
Toronto City Board of Education	Toronto Women Teachers' Assn., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,660	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	ARB
Toronto Public Library Board	CUPE (CLC) (full-time and part-time clerical empls. and librarians)	770	CO
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	7,100	CO

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'l Stage
Treasury Board of Canada, province-wide**	Professional Institute (PIPS) (Ind.) (defence scientific service)	212	B
Tri-Town Nursing Home Ltd., Haileybury and Kapuskasing, Sudbury Nursing Homes Ltd., Cochrane Nursing Home Ltd., Hearst and Timmins Nursing Home Ltd.	CUPE (CLC)	325	ARB
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	ARB
University of Toronto (Libraries)	CUPE (CLC)	436	CO
University of Toronto Govern- ing Council	Cdn. Union of Educational Workers	1,800	CO
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	525	B(R
Victoria Hospital and others, London	Service Employees (AFL-CIO/CLC) (non-medical empls.)	1,175	ARB
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED/W
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	405	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	880	MED
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	PCB
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	620	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	540	B
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	750	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	ARB
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	810	B

**Federal jurisdiction

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	B
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
York University, Toronto	Cdn. Union of Educational Workers (graduate students) (Units I and II)	760	B
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	900	CO

More Than One Province

Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	WS
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,445	CB
Government of Canada (Treasury Board)**	Cdn. Union of Postal Workers (CLC) (postal operations group, non- supervisory empls.)	23,000	WS
Government of Canada (Treasury Board)**	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075	B
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory empls.)	4,320	B

**Federal jurisdiction

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	3,000	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	2,000	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	19,410	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	2,745	CO
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	850	B
St. Lawrence Seaway Authority, Que. and Ont.**	Railway, Transport and General Workers (CLC) (operational, maintenance and headquarters empls.)	1,070	CO
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO
Wardair Canada, system-wide**	Air Line Flight Attendants (CLC)	700	MED

**Federal jurisdiction

Negotiations in Progress during July 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981

Employer and Location	Union	No. of Empls.
Babcock and Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	915
Canadian Fram Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	1,000
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	890
Carleton University, Ottawa	CUPE (CLC) (teaching assistants)	700
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	600
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500
Eastern Steelcasting, Div. of Ivaco Ltd., L'Orignal	Steelworkers (AFL-CIO/CLC)	225
Eddy Forest Products Ltd. (Wood Products Div.), Nairn	Carpenters (AFL-CIO/CLC)	217
Etobicoke Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,298
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	530
Frontenac-Lennox & Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	237
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	303
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	205

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320
Hamilton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165
Hamilton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365
Hamilton City Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	505
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	205
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	327
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	225
Inco Rolling Mills, a Div. of Industrial Fasteners Ltd., L'Orignal	Steelworkers (AFL-CIO/CLC)	225
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590
Kent County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	500
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	270

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Lakehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	610
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	560
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	205
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	241
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	390
McMaster University, Hamilton	Cdn. Union of Educational Workers (Ind.) (graduate assistants)	1,100
Metropolitan Toronto School Board	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	4,540
Metropolitan Toronto Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	4,850
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	830
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450
Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	233
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,145
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	445
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsel- lors)	6,500
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,000
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450
Peterborough, Victoria, Northumberland and Newcastle Roman Catholic School Board	Ont. English Catholic Teachers' Assn. (Ind.)	244
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	645
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	420
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	430
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	270
Scarborough Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	2,510
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	250
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	530
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	595
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	870
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050
Toronto City Board of Education	Toronto Women Teachers' Assn., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens, Toronto (Ind.)	2,660
Treasury Board of Canada, province-wide	Public Service Alliance of Canada (PSAC) (CLC) (education group)	1,270
University of Toronto, Governing Council	Cdn. Union of Educational Workers (Ind.)	1,800
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	405
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,700
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	725
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	545
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	540

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	750
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	810
York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	613
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200
York County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000
York University, Toronto	Cdn. Union of Educational Workers (graduate students, Units I and II)	760
York University, Toronto	Cdn. Union of Educational Workers (part-time non-graduate students)	531
York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	900

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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
AUGUST 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in August 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in September 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

September 29, 1981

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Highlights

Basic Steel Industry Settlements. This year's largest and most significant contract negotiations, involving the United Steelworkers of America (USWA) and two Ontario based major steel producers, directly affected almost 28,000 workers covered by contracts expiring July 31. The agreements applied to 10,000 employees of Algoma Steel Corporation in Sault Ste. Marie and Wawa and another 17,700 at Stelco Inc. plants located in three provinces. The two companies together produce more than one-half of Canada's steel output, with Stelco, the country's largest steelmaker, accounting for about 35 per cent. For much of the period since the signing of the previous agreements in 1978, the companies have been operating at near capacity and the demand for their products remained high despite slower orders from the automotive industry. In view of the strong industry performance, the Stelco workers asked in mid-1979 for the reopening of current contracts, but the company refused. The workers have since claimed that because of uncertain economic conditions in 1978, the settlements accepted at that time were lower than would otherwise have been the case, resulting in losses of up to 13 per cent in real wages during the contract term.

Over the years, the USWA has attempted to develop a more consolidated approach to bargaining within the industry, but without much success. Consequently, the existing pattern-bargaining structure, coordinated on a company-wide basis, was resumed this year again with only minor adjustments made to the present system. At Algoma, where for the first time all labour agreements had a common expiry date, the union adopted a "chain bargaining" method, similar to that used in the past by their Stelco counterparts. Local 2251, representing 7,900 production and maintenance employees at the Sault Ste. Marie works, remained the traditional leader in bargaining for the whole Algoma chain, which also includes workers belonging to four smaller USWA locals and four locals of other unions. All of the locals continued to negotiate separately on normative contract clauses before joining 2251 officials at the central table to discuss and agree on a uniform monetary settlement, including wages, shift premiums, vacations, holidays and pensions. Each of the locals, however, retained the right to distribute the negotiated "total value package" between the wage and benefit portion of the settlement in order to satisfy their members' needs. The initial proposals submitted by the Algoma locals consisted of substantial wage adjustments, increases in job class increments and shift premiums, improvements in paid vacations, holidays and pensions, and changes in the contract language relating to health and safety, contracting out and seniority.

The Stelco negotiations basically involved five groups - the 12,500 strong Local 1005 at the Hilton Works in Hamilton, Local 8782 at the new Lake Erie Works and three groups of locals representing workers at finishing plants in Ontario, Quebec and Alberta. In past negotiations, all units coordinated their strategy and followed a uniform bargaining program. Traditionally, Local 1005 negotiated the monetary package for the remainder of the Stelco chain, while the smaller locals bargained on issues peculiar to their plants. On this occasion, differences between the locals as regards bargaining approaches eventually led to a severing of negotiating ties between Local 1005 and other Ontario chain locals. However, the smaller groups cooperated with the main local throughout the first phase of negotiations, until an impasse developed in the Hamilton talks on August 1. In a departure from previous tactics, the union entered the talks fully revealing precise details of its bargaining position. The proposals contained hourly raises of \$3 over a two-year term (instead of the customary three years), an improved cost-of-living formula to protect wages from further erosion, indexed pensions and a

number of other changes including a demand for joint administration of the welfare and pension funds.

In the course of bargaining, the most contentious issues, both at Algoma and Stelco, proved to be wages and the cost-of-living payments. The employers' opening offers of hourly increases of \$3.49 (Stelco) and \$3.98 (Algoma) over three years (including projections for cost-of-living adjustments) were flatly rejected by the USWA bargaining teams. Subsequent mediation attempts resulted in tentative settlements, reached just prior to the strike deadline. At Stelco, the 16,000 Ontario workers walked off their jobs after voting 86 per cent to reject the company's final offer. They were joined a few days later by another 1,200 workers in Quebec. The rejected offer, worth about \$6.78 per hour in wages and benefit improvements over three years, included a general wage increase of \$1.15 per hour (75 cents in the first year and 20 cents in each of the following two years) plus an estimated \$3.39 in COLA payments.

Meanwhile, a weekend-long walkout at Algoma ended after the workers narrowly accepted a settlement with an increase in wages and benefits estimated at \$7.15 per hour (or close to 50 per cent) over three years. Included in the package was a COLA fold-in of 85 cents per hour and a general wage increase of \$1.00 per hour in the first year, plus 15 cents per hour in each of the next two years. The existing COLA provision was continued, with the company agreeing to advance 50 cents in the first year and 25 cents in each of the final two years against future anticipated COLA payments. In effect, the workers received an immediate raise of \$1.50 per hour, with 50 cents to be repaid from COLA generated during the first contract year. They also gained incremental increases between job classes totalling 4 1/2 cents, a higher Sunday premium, a tenth paid holiday, liberalized eligibility rules for four and seven weeks of paid vacations, better health and welfare benefits and substantial improvements in pensions for past and current retirees. Among fringe benefits negotiated for the first time were a major medical plan and a safety boots allowance.

Concurrent negotiations at the remaining Algoma Steel divisions in Sault Ste. Marie and the Algoma Ore Division in Wawa were completed during the month of August. The last unit to sign a new contract were 200 members of the United Transportation Union, who accepted essentially the same terms as those agreed to by the major USWA local. In the meantime, 11,000 employees of Dofasco Inc. in Hamilton were granted an annual raise of \$1.00 per hour from August 1 on the perception that a pattern in basic steel had been set. Dofasco, a non-union company and the second largest steel producer in Canada, traditionally provides its employees with wages and benefits comparable to those paid by its major competitors.

The Algoma pact was expected to put pressure on Stelco as well. However, Local 1005 and the fabricating locals in Quebec refused to resume negotiations until the company considerably improved its offer. Stelco's other Ontario locals returned to the bargaining table and agreed in mediation to vote on a modified, slightly better offer (valued at \$7.23 per hour) which was comparable to that accepted by Algoma workers. The three-year accord added 85 cents in past cost-of-living adjustments to base rates and provided hourly wage increases of \$1.05 in the first year plus 15 cents in each of the remaining two years, along with COLA advances of 56, 25 and 25 cents in each year, respectively. Improvements to pensions, vacations, holidays, insured benefits, shift differentials, and job class increments were also provided.

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Following a 27-day strike, the agreement was approved by 800 workers at the Lake Erie Works and 1,790 at six of the eight Ontario fabricating plants. A similar agreement was also ratified by non-striking USWA members at Stelco's Camrose plant in Alberta. There were slight variations between the Lake Erie Works settlement and those accepted by the finishing locals members. The Nanticoke workers opted for only one additional paid holiday, instead of two at the finishing plants. In return, they received increases in Stelco's supplementary payment plan of 0.5 cents per hour in the second year and 0.7 cents per hour in the third year.

The striking locals at the Hilton, Parkdale and Frost Works in Hamilton and the Quebec fabricating plants were joined in early September by USWA members at Stelco's steel works in Edmonton. The smaller locals, in solidarity with Local 1005, decided to seek a substantially better offer. During a renewed round of intermittent negotiations, the parties resolved the contract's administrative aspects. The union also gradually reduced its monetary demands to a wage-benefit increase of about \$8.20 per hour over three years. The company, however, was still holding to an offer of a \$7.23 package increase patterned on the earlier Lake Erie and fabricating plants' settlements. In late November, the parties returned to the bargaining table in an effort to end the four-month old strike.

Urban Transit Settlements. Toronto Transit Commission and Local 113 of the Amalgamated Transit Union (ATU) concluded in mid-August a two-year renewal agreement affecting the system's 7,100 drivers and maintenance workers. The contract also applied to employees of Gray Coach Lines, a TTC subsidiary operating interurban buses linking Toronto with five other cities in central Ontario. Under the previous agreement, covering a two-year period ending June 30, 1981, the workers had received a four-step increase of 16.1 per cent supplemented by a cost-of-living escalator. The ATU's bargaining proposals, tabled at the outset of the current negotiations, included a one-year contract with a wage increase of 25 per cent plus an extra 20 per cent for skilled tradesmen and a cost-of-living allowance tied to the inflation rate. In addition, the workers asked for better overtime compensation, more paid vacations, shift premiums for evening and overnight work and improvements in fringe benefits. However, in the course of bargaining two items emerged as the most contentious issues, namely management's offer of a two-stage wage increase which combined with a cost-of-living bonus amounted to about 7.3 per cent over one year, and a TTC proposal to hire up to 15 per cent of its drivers on a part-time basis. The compromise settlement was reached in mediation and was ratified by 55 per cent of the voting members.

The new agreement, which expires June 30, 1983, gave the 4,300 drivers and 2,800 maintenance workers a general wage increase of 12.5 per cent from July 1, 1981, and a compounded 9.8 per cent increase for the following year. It also incorporated into the hourly rates 40 to 54 cents in past cost-of-living payments, and provided adjustments of 15 cents per hour in each year for skilled tradesmen. The COLA provision was revised to activate if and when the All-Canada Consumer Price Index exceeds the June 1981 level by 23.5 per cent (equivalent to the compounded two-year wage increase). The eventual COLA adjustments are to be folded into the wage rates on the agreement's expiry date. In addition to the 12.5 per cent wage increase for 1981, which was in line with earlier settlements for the Toronto area civic employees, the TTC settlement offered a number of improvements in fringe benefits and for the first time provided a night shift premium for drivers. Improved upon from the previous contract were such matters as shift

premiums for tradesmen, eligibility requirements for paid vacations, health and welfare benefits, and safety shoe and other allowances.

Two other unions, acting on behalf of TTC's 44 machinists and 190 electricians and truck drivers, negotiated separately, although their original bargaining proposals were only slightly different from those sought by the ATU. The workers, members of Local 235 of the International Association of Machinists and Local 2 of the Canadian Union of Public Employees, were covered by individual contracts which expired on March 31, 1981. Both units eventually agreed to accept settlement terms matching the ATU pact. However, the electricians did not settle until early September because of a disagreement over a management proposed change in a job evaluation plan. Under their new agreement, a joint committee will be formed to establish rules and procedures governing job evaluations.

In the meantime, another compromise settlement ended a 121-day long transit strike in Windsor. The 275 bus drivers and maintenance workers, represented by Local 616 of the ATU, walked off their jobs on March 30, a month after their previous contract expired. At the centre of the dispute was the question of interpretation and calculation of cost-of-living allowances in a proposed two-year agreement. During the protracted negotiations, a number of consecutive Transit Windsor's offers were turned down by the workers. In mid-June, the company applied for a government-supervised vote on the last management offer; the union recommended rejection. The one-time vote, allowed under legislation passed in June 1980 and never before used in a contract dispute in the Windsor area, was also negative. During the subsequent mediated talks, the workers agreed to give up their cost-of-living allowance in the initial year of the two-year contract in exchange for higher base rate payments. The new agreement provided a first year general wage increase of 9.5 per cent, retroactive to March 1, 1981, and a further 3.7 per cent in the second year. In addition, starting March 22, 1982, the workers will receive a cost-of-living allowance of 1 cent per each .325 point increase in the CPI. Other changes included improvements in shift premiums, paid vacations and holidays, insured benefits and allowances for meals, tools and safety shoes. The company also promised not to hire part-time workers.

Earlier, in January, the Ottawa-Carleton Transit Commission and Local 219 of the ATU agreed in direct bargaining on a contract to supersede the existing one which expired December 31, 1980. Under the new two-year agreement, the Commission's 1,500 operators and maintenance workers received a two-stage general wage increase of 20 per cent, with the initial 10.5 per cent effective January 1, 1981. Among other changes, the contract also contained first time provisions for a dental, optical and a hearing aid plan, a long-term disability coverage and a shift premium for mechanics [see pp. 103-104 of the February 1981 issue of this report for details].

The 1981 round of major bargaining in the urban transit sector was completed with a September settlement between the City of Kitchener and its 212 employees represented by the Canadian Brotherhood of Railway, Transport and General Workers. The negotiations, aimed at a settlement to replace a one-year contract that expired May 1981, were initially hampered by a disagreement over working conditions. The two-year renewal agreement was reached with the assistance of a conciliator and provided annual wage increases of 11 and 10.5 per cent, shorter hours of work for spare-board drivers, and some improvements in benefits.

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FOOD AND BEVERAGE

Christie, Brown and Company Ltd. (Biscuit Division) at Toronto - Local 426, Bakery and Tobacco Workers (AFL-CIO/CLC) (620 hourly rated employees):
A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 23/81</u>	<u>May 2/82</u>
General Increases		\$1.00	\$1.00
General Help		\$8.20 (\$7.20)	\$9.20
Skylift Operator		\$8.89 (\$7.89)	\$9.89
Baker		\$9.01 (\$8.01)	\$10.01

Starting Rates - 30¢ (20¢) per hour below classification rate.
Employee receives 10¢ (5¢) per hour monthly until maximum of classification is attained.

Hours of Work:	40 per week (unchanged).
Night Work Premium:	Effective the first of the week following signing, 25¢ (23¢) for each hour worked between 5 p.m. and 6 a.m. Effective May 2, 1982, 27¢.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	4 weeks after 13 (14) years' service, 5 weeks after 21 (22) years and 6 weeks after 30 years (new). Also, 2 weeks after 1 year and 3 weeks after 13 years (unchanged). Effective January 1982, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 29 years.
Retention of Seniority During Lay-offs:	9 (6) months.
Bereavement Leave:	3 (1) days in the event of death of mother-in-law or father-in-law. 1 day in the event of death of brother-in-law or sister-in-law (new).
Health and Welfare:	Employer pays OHIP and Group Insurance premiums for employee while on pregnancy leave and under a doctor's care.

Life Insurance - Effective January 1, 1982, \$9,000 (\$7,000) coverage.

Dental Plan (new) - Effective November 1, 1982, comprehensive dental coverage based on the 1981 Ontario Dental Association fee schedule. \$1,000 maximum per year; \$25 deductible, 50% co-

insurance for major restorative; 80% co-insurance for all else. Employee contributes \$2 per week towards premiums. Employer matches contribution.

Severance Pay: Up to 14 weeks for employees with 35 or more years of service. (Previously, 10 weeks maximum for employees with 30 or more years of service.)

Safety Shoes: Effective January 1, 1982, \$25 (\$20) per year. Non-skid shoe - \$22 (\$18) per year. If not used in one year, allowance may be carried over to second year (new).

WOOD

Interforest Ltd. at Durham - Local 2-500, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 12, 1981 to May 11, 1983, covering 250 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	May 12/81	Aug. 20/81	May 23/82	Nov. 12/82
	Increases	75¢-\$1.25	20¢	40¢	40¢
	Additional Adjustments	Some restructuring of the wage schedule			
	*General Helper	\$6.55 (\$5.75)	\$6.75	\$7.15	\$7.55
	Maintenance Skilled	\$8.00 (\$6.75)	\$8.20	\$8.60	\$9.00

*New employees hired after August 6, 1981, will receive a 25¢ increase upon completion of a 45-day worked probationary period and then will receive a 25% increase over 4 steps at 3-month intervals up to the General Helper rate (new).

Shift Premium: 0-20¢-25¢ (0-15¢-18¢).

Overtime Pay: Double time (time and one-half) for all work performed on a Sunday. (Previously, double time for Dryer operation only).

Paid Holidays: 1 day is added during Christmas for a total of 12 days.

Jury Duty Pay (new): Employer pays the difference between fees received and regular salary for employees with 6 months' service.

Health and Welfare: Life Insurance - Effective May 12, 1982, \$10,000 (\$5,000) coverage.

Weekly Indemnity (new) - Effective May 12, 1982, employer pays 75% of premium costs. Benefit is 60% of weekly earnings up to \$189 per week maximum, payable for 15 weeks.

Meal Allowance (new): \$2 after 4 hours' overtime.

Safety Shoe Allowance (new): Employer pays a maximum of \$12 towards the cost of 1 pair in the first year of the agreement and \$15 for 1 pair every six months during the balance of the agreement.

Tool Allowance: \$100 lump sum payment every 6 months for skilled trades and registered apprentices. (Previously, 5¢ per hour worked).

PAPER AND ALLIED

MacMillan Bloedel Industries Limited, Pembroke Division, formerly Abitibi Paper Company Ltd., Abitibi Containers Division at Pembroke - Local 2 - 1000, Woodworkers (AFL-CIO/CLC): A 21-month renewal agreement effective from April 1, 1981 to December 31, 1982 covering 230 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Aug. 1/81</u>	<u>Apr. 1/82</u>
	General	\$1.37*		90¢
	Increases			
	Additional Adjustments		Restructuring of wage schedule from an incentive to an hourly rate structure	
	Labour	\$4.90**	\$9.07	\$9.97
	Die Mounting Printer	\$5.09**	\$9.83	\$10.73
	Factory Mechanic A	\$5.31**	\$10.70	\$11.60

*Increase is paid for all hours worked during the period April 1, 1981 to July 31, 1981.

**Rates represent regular base rates for use in calculations of incentive bonus plan and do not include retroactivity of \$1.37 per hour or a separate payment of \$1.10 per hour which was not included in the regular base rates for use in calculations of the incentive bonus plan. Also, base rates do not reflect incentive bonus payments.

New hourly rates effective August 1, 1981, are based on job responsibility and are the result of the elimination of the incentive bonus plan. As a result of the elimination of the incentive bonus plan, the majority of employees received a one-time lump sum payment on August, 1981.

Shift Premium: Effective August 17, 1981, 0-20¢-27¢ (0-15¢-25¢). Effective April 1, 1982, 0-25¢-30¢.

Paid Lunch Period: Effective April 1, 1982, 20-minute lunch period for all employees except the corrugator crew and transport drivers. (Previously, only for employees on a three shift operation.)

Paid Vacation: 3 weeks after 5 (6) years' service and 4 weeks after 10 (12) years. Effective in the second year, 3 weeks after 4 years, 4 weeks after 9 years and 5 weeks after 20 (22) years.

Bereavement Leave: Brother-in-law, sister-in-law, son-in-law and daughter-in-law are added for up to 3 days' paid leave.

Health and Welfare: Life Insurance - Effective September 1, 1981, \$20,000 coverage. (Previously, \$11,000 - \$13,000 depending on wage rate.)

Life Insurance for Retirees - \$2,000 coverage for employees retiring under the terms of the Company Pension Plan (previously age 65).

Weekly Indemnity - Effective September 1, 1981, benefit increases to \$200 (\$160) per week, payable for 52 (26) weeks. Effective April 1, 1982, benefit is \$235 per week.

Long Term Disability (new) - Effective April 1, 1982, employer pays 100% of premium costs. Maximum benefit is \$850 per month, payable per month of continuous service up to age 65.

Pension Plan: Basic Benefit - \$2.00 (\$1.75) for every \$4.00 contribution from January 1, 1975 for future service.

Mileage Allowance: Effective April 1, 1981, 24.5¢ (20.1¢) per mile. Effective April 1, 1982, (27.4¢) per mile.

Safety Shoe Allowance: Employer contributes \$25 (\$8) per year.

Severance Pay: Automation - 40 (20) hours pay up to a maximum of 1,040 hours for each year of service, for regular employees with 10 or more years' service.

Plant Closure - Eligible employees with 1 to 10 years' service who are terminated as a result of plant closure receive 20 (10) hours' pay for each year of service and those with more than 10 years' service receive 20 (10) hours pay for each of the first 10 years' service and 40 (20) hours pay for all subsequent years, up to a maximum of 1,040 hours.

PRIMARY METAL

Algoma Steel Corporation Ltd. at Sault Ste. Marie - Local 4509, Steelworkers (AFL-CIO/CLC) (520 clerical and technical employees): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, settled with mediation assistance. Duration of negotiations - 4 months.

Except as noted, wage increases, COLA advances, and benefit changes are similar to the agreement between Algoma Steel and Local 2251 of the Steelworkers reported on pages 513-515.

Wages:	Effective	Aug. 1/81	Aug. 1/82	Aug. 1/83
Job Class Increments		4¢	3¢	2¢
Collating Clerk (Job Class 0)		\$9.969	\$10.369	\$10.769
Senior Typist Clerk (Job Class 4)		\$11.285	\$11.805	\$12.285
Expediter (Job Class 11)		\$13.877	\$14.607	\$15.227

Exceptions

COLA Fold-in: COLA generated and folded-in during previous agreement was reduced by 6¢ to partially offset the cost of implementing a paid lunch period. Total folded-in was \$1.73.

Health and Welfare: Life Insurance and A.D. & D. - Varies by Job Class. Effective August 1, 1982, \$15,000-\$18,000 (\$13,000-\$16,000) coverage.

Weekly Indemnity - Varies by Job Class. Effective January 1, 1982, \$220-\$270. (Previously, followed UIC maximums set each January.) Effective January 1, 1983, \$235-\$285. Effective January 1, 1984, based on 60% of UIC insurable earnings.

Long Term Disability - Varies by Job Class. Monthly benefits based on a portion of Weekly Indemnity benefits (unchanged). Effective January 1, 1982, \$667-\$819. Effective January 1, 1983, \$712-\$864. Effective January 1, 1984, 70% of Weekly Indemnity benefits.

Algoma Steel Corporation Ltd. at Sault Ste. Marie - Local 2251, Steelworkers (AFL-CIO/CLC) (7,900 production and maintenance employees): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 1/81	Aug. 1/82	Aug. 1/83
General Increases		\$1.00	15¢	15¢
COLA Fold-in		85¢		
COLA Advances		50¢	25¢	25¢
Job Class Increments		15.7¢ (13.7¢)	17.2¢	18.2¢
Janitor (Job Class 1)		\$10.30 (\$7.950)	\$10.70	\$11.10
Electrician (Job Class 16)		\$12.655 (\$10.005)	\$13.280	\$13.83

	<u>Aug. 1/81</u>	<u>Aug. 1/82</u>	<u>Aug. 1/83</u>
Mill Roller (Job Class 27)	\$14.382 (\$11.512)	\$15.172	\$15.832

Previous rates shown reflect a 37¢ COLA fold-in made August 1, 1979 and a 57¢ COLA fold-in made August 1, 1980.

Cost of Living Allowance:

1¢ per 0.3 point rise in the Consumer Price Index - 1971=100 calculated quarterly. The first of 12 calculations to be made August 1981, by comparing the July 1981 CPI with the April 1981 CPI. To compensate for the above COLA advances, allowances generated will be reduced by 12.5¢ for each of the 4 calculations in the first year and by 6.2¢, or 6.3¢ for each of the remaining 8 calculations. COLA float folded into wage structure at end of each year. (Previous formula had no advances and no offsets.)

Hours of Work:

40 per week (unchanged).

Sunday Premium:

35¢ (25¢) per hour.

Paid Holidays:

10 (9) days.

Paid Vacation:

4 weeks after 9 (10) years' service and 7 weeks after 28 (30) years. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 15 years and 6 weeks after 22 years (unchanged).

Health and Welfare:

Life Insurance and A.D. & D. - Effective August 1, 1982, \$15,000 (\$13,000) coverage.

Life Insurance for Future Pensioners - Effective August 1, 1982, \$2,500 (\$2,000) coverage.

Weekly Indemnity - Effective January 1, 1982, \$220 per week (66 2/3% of insurable earnings - resulted in \$210 per week at the conclusion of the previous agreement). Effective January 1, 1983, \$235. Effective January 1, 1984, 60% of UIC insurable earnings. Payable on a 1-1-8-52 (1-8-52) basis.

Long Term Disability - Effective January 1, 1982, \$667 (\$650) per month. Effective January 1, 1983, \$712. Effective January 1, 1984, 70% of Weekly Indemnity benefits.

Major Medical (new) - Effective January 1, 1982, plan provides 90% co-insurance with \$50 family/\$25 single deductible for the following: Vision Care - \$65 every 2 years for prescription glasses for employee and dependents. Hearing Aids - \$250 every 2 years. Travel Insurance - Covers hospital and doctors' charges, occurring outside Ontario, not covered by OHIP. Prescribed Drugs - (Previous Prescription Drug Plan required a \$15 single/\$30 family deductible.)

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Effective January 1, 1982, dental plan #9 (7) is implemented with comprehensive coverage.

Pension Plan: Basic Benefit - \$17 (\$12) per month per year of service, maximum 40 years.

Supplement - \$16 (\$11) per month per year of service, maximum 30 years. Terminates at age 65. (Previously, not specified.)

Increases to Present Pensioners - Benefits increase \$70 per month for employees who retired prior to August 1, 1969; \$60 per month for employees who retired between August 1, 1969 and August 1, 1975 and \$50 per month for employees who retired between August 1, 1975 and August 1, 1981.

Effective August 1, 1982, increase the above pensions by \$15 per month. Effective August 1, 1983, additional \$15 per month increase.

Prescription Safety Glasses: Employee portion of cost eliminated for 1 pair per year. (Previously, paid \$5 single focal, \$10 bifocal, \$15 trifocal.)

Safety Shoe Allowance (new): Effective January 1, 1982, \$50 per year.

Meal Allowance: Effective August 1, 1981, \$4.75 (\$4.25). Effective August 1, 1982, \$5.25. Effective August 1, 1983, \$5.75.

Algoma Steel Corporation Ltd. at Sault Ste. Marie - Local 917, United Transportation Union (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Except as noted, wage increases, COLA fold-in and benefit changes are similar to the agreement between Algoma Steel and Local 2251 of the Steelworkers reported on pages 513-515.

Wages:	Effective	<u>Aug. 1/81</u>	<u>Aug. 1/82</u>	<u>Aug. 1/83</u>
COLA Advances		60¢	25¢	25¢
Job Class Increments		2¢	1.5¢	1¢
Diesel Helper		\$11.242 (\$8.852)	\$11.732	\$12.192
Locomotive Engineer		\$12.498 (\$9.674)	\$13.108	\$13.648

Exceptions

Health and Welfare: Major Medical - Effective January 1, 1982, \$65 every 2 years for prescription glasses (new). Deductibles are \$25 (\$20) single/\$50 (\$40) family. Plan provides coverage for hospital and medical expenses outside Ontario not paid by OHIP, on a 90%/10% co-insurance basis (new).

Clothing Allowance (new): Employer pays \$75 annually toward the cost of parkas for outdoor work.

Algoma Steel Corporation Ltd. (Tube Division) at Sault Ste. Marie - Local 5595, Steelworkers (AFL-CIO/CLC) (930 production and maintenance employees): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Except as noted, wage increases, incremental increases, COLA fold-in and advances, and benefit changes are similar to the agreement between Algoma Steel and Local 2251 of the Steelworkers reported on page 513-515.

Exception

27 Job Classes.

Wages:	Effective	<u>Aug. 1/81</u>
Labourer (Job Class 2)		\$10.457
Maintenance Electrician (Job Class 18)		\$12.969
Electronic Combustion Technician (Job Class 24)		\$13.911

Incentive Calculation Wage Scale - Increase 40¢. Effective August 1, 1982, 25¢. Effective August 1, 1983, 25¢.

The Steel Company of Canada Ltd. (Lake Erie Works) at Nanticoke - Local 8782, Steelworkers (AFL-CIO/CLC) (800 hourly and production employees): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/81</u>	<u>Aug. 1/82</u>	<u>Aug. 1/82</u>
COLA Fold-in		85¢		
General Increases		\$1.05	15¢	15¢
COLA Advances		56¢	25¢	25¢
Job Class Increments		15.7¢ (13.7¢)	17.7¢	19.7¢
Janitor (Job Class 1)		\$10.41 (\$7.95)	\$10.81	\$11.21
Electrician (Job Class 18)		\$13.079 (\$10.279)	\$13.819	\$14.559
Senior Rolling Mill Operator (Job Class 28)		\$14.649 (\$11.649)	\$15.589	\$16.529

Previous rates include 57¢ COLA fold-in made August 1, 1980. The previous agreement went into effect April 3, 1980 and did not encompass the industry wide COLA fold-in of 37¢ made August 1, 1979.

Cost of Living Allowance:	Existing COLA will be continued less deductions for advance payments to the base rates and increment. (Quarterly adjustments of 1¢ per hour for each 0.3 increase in the Consumer Price Index - 1971=100. Folded in annually.)
Hours of Work:	40 per week (unchanged).
Shift Premium:	Effective August 1, 1982, 0-25¢-30¢ (0-20¢-25¢).
Sunday Premium:	Effective August 1, 1982, \$1.25 (\$1) per hour.
Split Day Off Premium:	Effective August 1, 1982, \$1.25 (\$1) per hour for all straight time hours worked on the second day off.
Supplemental Payment Plan:	Effective August 1, 1982, 4.3¢ increase in increment between job classes after Job Class 4. Effective August 1, 1983, 5¢. (Previously, paid from 15¢ for Job Class 1 to \$1.064 for Job Class 28 with 3.8¢ increment after Class 5.)
Paid Holidays:	Effective in 1982, 10 (9) days.
Paid Vacation:	Effective January 1, 1982, 4 weeks after 9 (12) years' service, 5 weeks after 20 (21) years, 6 weeks after 25 (30) years and 7 weeks after 30 years (new). Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).
Health and Welfare:	<u>Life Insurance</u> - \$20,000 (\$16,000) coverage. <u>Life Insurance for New Pensioners</u> - \$5,000 (\$3,500) coverage. <u>Weekly Indemnity</u> - Effective January 1, 1982, \$225 (\$205, the UIO maximum). Effective January 1, 1983, \$245. Effective January 1, 1984, \$275. Payable as previously, on a 1-1-8-52 basis. <u>Extended Health Care</u> - \$50,000 (\$10,000) overall lifetime coverage. <u>Optical Plan</u> - \$75 (\$50) every 2 years. <u>Hearing Aids</u> - Coverage extended to pensioners. <u>Dental Plan</u> - Payments to be based on the 1981 (1978) Ontario Dental Association fee schedule.
Pension Plan:	<u>Basic Benefit</u> - \$17 (\$12) per month per year of service. Maximum 40 years credit. <u>Supplement</u> - \$16 (\$11) per month per year of service. Maximum 30 years credit. <u>Monthly Increases to Present Pensioners</u> - \$50 per month. Effective August 1, 1982, \$20. Effective August 1, 1983, \$20. <u>Automatic Joint and Survivor Pension (new)</u> - Employer funded benefit of \$50 per month.
Safety Boot Allowance:	Employer pays 100% of the cost (new).

METAL FABRICATING

The Steel Company of Canada Ltd. (Canada Works and Canadian Drawn Works at Hamilton, Swansea Works at Toronto, Continuous Rod Processing Plant at Burlington, Fastener Shipping Centre at Burlington, Branford Works, and Gananoque Works) - Various Locals, Steelworkers (AFL-CIO/CLC) (1,790 hourly and production employees): Seven 36-month renewal agreements effective from August 1, 1981 to July 31, 1984, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Employees at Parkdale Works and Frost Works finishing plants, Hamilton, remain on work stoppage.

Compensatory changes, including general increases, COLA advances, COLA formula, and Job Class increments are similar to those reported on pages 516-517 in this issue for Local 8782, Lake Erie Works. There are 28 Job Classes at Lake Erie Works and 22 Job Classes for the Ontario Finishing Works. The wage structure with 22 Job Classes, remains 3 1/2¢ below wage rates for the Lake Erie Works except for the Continuous Rod Processing Plant which has the same wage structure as Lake Erie Works.

COLA Fold-in: Same as Lake Erie Works except the previous agreements for the Ontario Finishing Works being 36 months in duration did encompass the 37¢ fold-in made August 1, 1979.

Paid Holidays: Effective in 1982, 10 (9) days. Effective in 1983, 11 days.

Lear Siegler Industries Ltd. (General Seating Division) at Kitchener - Local 1524, Auto Workers (AFL-CIO/CLC) (670 plant employees): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/82	Oct. 1/82
	Incentive Increases	Half of formula below*	Half of formula below*
	Non-Incentive Increases	1.5%	1.5% non-compounded
	<u>Non-Incentive Rates</u>		
	Labourer	\$8.50 (\$8.37)	\$8.62
	Set-up Man	\$9.16 (\$9.02)	\$9.29
	Electrician or Tool & Die Maker	\$10.98 (\$10.82)	\$11.14

*Formula for Incentive Increase - 3% of .5 (base rate x 2, plus \$1.15). NOTE: Heavy incentive base rate is \$4.43; light incentive \$4.34. The \$1.15 shown in formula is the COLA add-on from the 1979 agreement.

Cost of Living Allowance:

First adjustment January 1982 - 1¢ per 0.4 increase in the Consumer Price Index - 1971=100, occurring during the previous 3 months. Subsequent adjustments will be made April, July and October 1982 using 1¢ per 0.35, 1¢ per 0.35 and 1¢ per 0.3 respectively. A non-recoverable reduction of 1¢ will be made from each quarter's calculation to offset rising benefit costs. (Previous formula 1¢ per 0.4; calculated quarterly throughout and uncapped. Amount generated as of December 31, 1981, to be folded into non-incentive rates July 4, 1982, and treated as an add-on for incentive classifications.)

Health and Welfare:

Weekly Indemnity - \$215 (\$190) less income tax and any other offsetting benefits being received.

Long Term Disability - For disabilities which occurred before 1979, \$625 (\$575) per month less income tax and any other offsetting benefits paid. (For disabilities which occurred after 1979, \$675 (\$625 for disabilities occurring in 1979 and \$675 for disabilities occurring in 1980 or 1981) less deductions.

Pension Plan:

Basic Benefit for Present and Future Retirees - \$13 (\$12) per month per year of service.

Early Retirement - Unreduced pension for retirements at age 55 (56) with 30 years of service.

Supplemental Unemployment Benefit Plan:

No S.U.B. or automatic short work week benefits to be paid out during 1981 or 1982. 2¢ of the present 10¢ contributed to the plan to be allocated to setting up a special fund for employees with 15 or more years of service (new).

MACHINERY

American Hoist of Canada Limited at Brampton - Local 1285, Auto Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 9, 1981 to June 8, 1983, covering 230 employees, settled during a work stoppage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	June 9/81	Dec. 7/81
	General Increases	\$1	5¢
	<u>Canameque Equipment</u>		
	General Labourer	\$6.80 (\$5.80)	\$6.85
	Welder/Fitter	\$9.92 (\$8.92)	\$9.97

	<u>June 9/81</u>	<u>Dec. 7/81</u>
<u>Machine Shop Plant #5</u>		
General Labourer	\$7.05 (\$6.05)	\$7.10
Toolmaker A	\$10.33 (\$9.33)	\$10.38
<u>Fabricating Plant #3</u>		
General Labourer/Helper	\$7.55 (\$6.55)	\$7.60
Inspector/Welder/Fitter	\$10.75 (\$9.75)	\$10.80
Effective	<u>June 9/82</u>	<u>Dec. 6/82</u>
General Increases	\$1	5¢
<u>Canameque Equipment</u>		
General Labourer	\$7.85	\$7.90
Welder/Fitter	\$10.97	\$11.02
<u>Machine Shop Plant #5</u>		
General Labourer	\$8.10	\$8.15
Toolmaker A	\$11.38	\$11.43
<u>Fabricating Plant #3</u>		
General Labourer/Helper	\$8.60	\$8.65
Inspector/Welder/Fitter	\$11.80	\$11.85

Note: Sample rates shown represent 3 of the 12 departments covered under this agreement.

Shift Premium:	0-25¢-30¢ (0-20¢-25¢).
Paid Holidays:	1 (1/2) day on December 24 is added for a total of 11 days. Effective in 1982, December 27 is added for a total of 12 days.
Paid Vacation:	3 weeks after 5 (6) years' service and 4 weeks after 14 (15) years.
Health and Welfare:	<u>Weekly Indemnity</u> - Maximum benefit increases to \$189 (\$160) per week. Effective June 9, 1982, \$199.
	<u>Dental Plan</u> - Employer pays 90% (80%) of premium costs.
Safety Shoe Allowance (new):	Employer contributes \$30 per year. Effective June 9, 1982, \$35.

TRANSPORTATION EQUIPMENT

Canadian Fram Ltd. at Chatham - Local 127, Auto Workers (AFL-CIO/CLC) (775 hourly rated employees): A 36-month renewal agreement effective from August 23, 1981 to August 22, 1984, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 23/81	Aug. 23/82	Aug. 23/83
	COLA Fold-in	\$1.90		
	Increases (Day Workers)*	22¢	29¢-34¢	29¢-34¢
	Skilled Trades Adjustments	10¢	5¢	
	Labourer Grade 1 (Includes Assembler and Janitor)	\$10.73 (\$8.61)	\$11.02	\$11.31
	Labourer Grade 5 (Includes Journeyman Electrician)	\$12.44 (\$10.22)	\$12.83	\$13.17

*Incentive workers receive increases sufficient to produce commensurate results.

Cost of Living Allowance: The previous agreement generated an allowance of \$1.96. \$1.90 is folded-into wages August 23, 1981, leaving a float of 6¢.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Base period is June 1981. Quarterly comparison ending June 1984. (Basic formula is unchanged.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-35¢).

Paid Holidays: The Sunday prior to Christmas and Easter Monday are added for a total of 19 (17) days, including the Christmas holiday period.

Paid Vacation: 4 weeks at 10% after 15 but less than 20 years' service (new) and 5 weeks at 12% (10%) after 20 years. Also, 1 week at 4% after probation but less than 1 year; 2 weeks at 4% after 1 year, 2 weeks at 5% after 3 years, 3 1/2 weeks at 7% after 5 years and 4 weeks at 8% after 10 years (unchanged).

Education Leave (new): 1 year unpaid to attend school full-time for work related studies.

Health and Welfare: Life Insurance - \$20,000 (\$18,000) coverage.

Life Insurance for Retirees - \$2,500 (\$2,000) coverage.

A.D. & D. - \$10,000 (\$9,000) coverage.

Vision Care (new) - \$40 coverage every 24 months. Employee pays the first \$7.50 of any covered expenses.

Dental Plan - \$650 (\$500) lifetime coverage, continues to follow current Ontario Dental Association fee schedule.

Maintenance of Hospital, Medical, Drugs, and Life Insurance Benefits During Lay-offs - Based on length of service, 1 month for employees with less than 1 year of service to 12 months for employees with 6 or more years of service. (Previously, the employer maintained premiums during the month following the month of layoff. Additional maintenance, up to 12 months, depending on S.U.B. entitlement.)

Transition Benefits - \$275 (\$250) per month for maximum of 24 months. \$300 (\$275) if survivor has dependent or if dependent is not survived by either parent. Amounts are subject to applicable statutory benefit offsets.

Bridge Benefit - \$275 (\$250) per month reduced by survivor benefits payable under the Canada Pension Plan or Quebec Pension Plan.

Pension Plan:

Basic Benefit - For retirements on or after January 1, 1982, \$13 (\$11) per month per year of service. For retirements on or after January 1, 1983, \$14. For retirements on or after January 1, 1984, \$15.

Supplementary Monthly Benefit - For retirements on or after January 1, 1982, \$12 (\$10) per month per year of service to a maximum of 25 years. For retirements on or after January 1, 1983, \$13. For retirements on or after January 1, 1984, \$14.

Special Early Retirement Allowance - Effective January 1, 1983, an amount after 30 years of service added to the earned basic and supplementary benefits for a total monthly benefit of \$800 (\$700). Effective January 1, 1984, \$910.

**Supplemental
Unemployment
Benefit Plan:**

Maximum Employer Contribution - 11¢ (7¢) per hour worked when the market value of the Trust Fund assets is less than 70% of maximum funding. Effective August 23, 1982, 13¢. Effective August 23, 1983, 14¢.

Maximum Funding - \$550 (\$500) per eligible employee including some on laid-off status. Thereafter increases by \$50 every 6 months until March 1, 1983, when the amount will be \$700.

Weekly Benefits - An amount, when added to UIC benefits, produces the following overall benefits: when funding level is at 85% or higher - 80% of gross salary. 58%-84.9%, 85% of above; 4%-57.99%, 75% of above; less than 4% - no S.U.B. benefits. (Previously paid an amount sufficient to produce an overall benefit, when added to UIC of 80% of gross salary regardless of level of fund, provided there were sufficient funds.)

ELECTRICAL PRODUCTS

Ferranti-Packard Transformers Limited at St. Catharines, formerly Ferranti-Packard Limited, St. Catharines Division - Local 5788, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from February 24, 1981 to February 23, 1982, covering 248 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 24/81
	General Increases	80¢ on day rates; 48¢ on incentive base rates
	Job Class Increment	2¢
	Additional Adjustments	Some classification adjustments

Day Rates

Labourer	\$7.77 (\$6.91)
Electrician "A"	\$9.87 (\$8.71)

Cost of Living Provision: Discontinued.

Shift Premium: 0-30¢-35¢ (0-30¢-30¢).

Paid Vacation: 4 weeks after 13 (14) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage.

Weekly Indemnity - Maximum benefit increases to \$195 (\$185) per week.

Long Term Disability - Maximum benefit increases to \$170 (\$160) per week.

Pension Plan: Basic Benefit - Effective March 1, 1981, \$10 (\$9) per month per year of service.

Retirees Benefit - Effective March 1, 1981, \$10 per month additional benefit improvements.

Canada Wire and Cable Limited, formerly Industrial Wire and Cable Company at Etobicoke - Local 7608, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from August 18, 1981 to August 17, 1983, covering 225 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	Aug. 18/81	Feb. 18/82	Aug. 18/82
General Increases		\$1.05	20¢	90¢
COLA Fold-in		25¢		
Skilled Trades Adjustments		25¢		10¢
Labourer		\$8.34-\$8.44 (\$7.04-\$7.14)	\$8.54-\$8.64	\$9.44-\$9.54
Machinist A		\$9.67-\$9.83 (\$8.12-\$8.28)	\$9.87-\$10.03	\$10.87-\$11.03
Probationary period is 50 working days. Maximum rate for Labourer is reached after two 6-month increases and for Machinist A after three 6-month increases.				
Cost of Living Allowance:	Effective July 1, 1982, 1% per 1% rise in the Consumer Price Index - 1971=100. Triggers at 10% (6%). Calculated on the average rate paid in August 1982 (1980).			
Shift Premium:	0-26¢-26¢ (0-23¢-23¢). Effective August 18, 1982, 0-29¢-29¢.			
Call Back Pay:	\$20 (\$12).			
Paid Vacation:	4 weeks after 12 (13) years' service and 5 weeks after 20 (21) years.			
Bereavement Leave:	Step-mother and step-father are added for up to 3 days' paid leave.			
Health and Welfare:	Life Insurance and A.D. & D. - Effective September 1, 1981, \$11,000 (\$9,000) coverage. Effective September 1, 1982, \$12,000. <u>Life Insurance for Future Retirees</u> - \$1,500 (\$750) coverage. <u>Weekly Indemnity</u> - Effective September 1, 1981, benefit increases to \$155 (\$135) per week, payable on a 1-4-39 (1-4-26) basis. Effective September 1, 1982, \$170 per week. <u>Semi-Private Hospitalization (new)</u> - Effective September 1, 1982, employer pays 100% of premium costs. <u>Dental Plan</u> - Effective September 1, 1981, payments are based on the 1980 (1978) Ontario Dental Association fee schedule. Effective September 1, 1982, the 1981 ODA fee schedule.			
Pension Plan:	Basic Benefit - Effective August 18, 1981, \$7 per month per year of current and future service. (Previously, \$4.50 for service before 1976, \$6 for service between 1976 and September 1979 and \$7 for service after 1979.) Effective August 18, 1982, \$8.			
Safety Shoe Allowance:	\$25 (\$23) per year. Effective August 18, 1982, \$26.			

MINES

Algoma Steel Corporation Ltd. (Algoma Ore Division) at Wawa - Local 3933, Steelworkers (AFL-CIO/CLC) (635 mine employees): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Except as noted, wage increases, incremental increases, COLA fold-ins and advances, and benefit changes are similar to the agreement between Algoma Steel and Local 2251 of the Steelworkers reported on pages 513-515.

Exception 23 Job Classes at Algoma Ore - Effective August 1, 1981, Electronic Technician, Job Class 23 (21), \$13,754.

TRANSPORTATION

St. Lawrence Seaway Authority, Ontario and Quebec - Railway, Transport and General Workers (CLC) (970 operations, maintenance and headquarters employees): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	Increases	\$1.06	12%
	Skilled Trades Adjustments	15¢	
	<u>Operations and Maintenance</u>		
	Labourer	\$8.94 (\$7.88)	\$10.01
	Electrician	\$11.24 (\$10.03)	\$12.59
	<u>Clerical, Technical and Stores</u>		
	Clerk-Records (Job Class 2)	\$7.70-\$7.95 (\$6.64-\$6.89)	\$8.62-\$8.90
	Real Property Agent (Job Class 16)	\$12.42-\$12.79 (\$11.36-\$11.73)	\$13.91-\$14.32
Cost of Living Allowance:	4¢ (3.5¢) per point increase in the Consumer Price Index - 1971=100, using 206.9 for the base in the first year. Triggers at 12% (8%) in the first year and 10% in the second year. Folded-in at the end of each year.		
Hours of Work:	40 for Operations and Maintenance; 37 1/2 for Clerical, Technical and Stores (unchanged).		

Shift Premium:	0-30¢-45¢ (0-25¢-40¢).
Paid Holidays:	11 days (unchanged).
Paid Vacation:	3 weeks after 1 year's service, 4 weeks after 11 years, 5 weeks after 20 years and 6 weeks after 31 years (all unchanged).
Vacation Bonus:	\$50 (\$40) per week of vacation entitlement.
Health and Welfare:	<u>Employer Contribution</u> - \$71 (\$60) per month for family; \$32 (\$27) for single.
Safety Footwear Allowance:	Employer pays 65% (60%) of cost to a maximum of \$50 (\$40) for 1 pair per year.

Toronto Transit Commission and Gray Coach Lines - Line 113, Transit Union (AFL-CIO/CLC) (7,100 drivers, operators, clerks, and maintenance employees): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
COLA Fold-in		40¢-54¢	
Skilled Trades Adjustments		15¢ - applied before general increase	15¢ - applied before general increase
General Increases		12.5%	9.8%
Additional Adjustments		\$1.22 for Station Collector and Subway Supplier	\$1.08 for Station Collector and Subway Supplier
Wage Group 2 (includes Operators Labourer)		\$9.58 (\$8.11)	\$10.52
Wage Group 6 (includes Operators and Drivers)		\$10.97 (\$9.29)	\$12.05
Wage Group 10 (includes Master Plumber)		\$12.67 (\$10.58)	\$14.06

Cost of Living Allowance: 1% of basic hourly wage rate for all hours worked for each 1% rise in the Consumer Price Index for Canada - 1971=100, using June 1981 as the base period. Triggers at 23.5%. Paid monthly and folded in at the end of agreement. (Previous formula triggered at 16.1% and used CPI for Toronto.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-27¢-27¢ (0-24¢-24¢). Effective July 1, 1982, 0-30¢-30¢.

Operators on crews scheduled to finish between 11:00 p.m. and 7:00 a.m. receive 30¢ per hour (new).

Paid Holidays:	11 days (unchanged).
Paid Vacation:	3 weeks after 2 (3) years' service and 6 weeks after 24 (25) years. Also 2 weeks after 1 year, 4 weeks after 10 years, 5 weeks after 18 years (unchanged).
Bereavement Leave:	3 days in the event of death of a grandparent (new).
Health and Welfare:	<u>Eye Glasses (new)</u> - Effective January 1, 1982, \$80 every 2 years. <u>Hearing Aid (new)</u> - Effective January 1, 1982, \$400 per year. <u>Dental Plan</u> - 100% (80%) coverage for periodontal and endodontic services. \$1,000 maximum orthodontic coverage per child (new). Payments to be based on the current (1979) Ontario Dental Association fee schedule. Coverage extended to Total Disability Pensioners (new). <u>Employee Assistance Program (new)</u> - Co-ordinated by a Joint Union Management Advisory Committee. In-house volunteer group who assist in counselling and rehabilitation provided with reasonable amount of time off with pay. <u>Insurance Coverage While on Lay-off (new)</u> - Maintained by employee paying premiums.
Tuition Aid:	\$10,000 per contract year to reimburse employees 100% of tuition fees for approved work related courses.
Substitution Rates:	30¢ per hour when hourly rated employee substitutes for supervisor. Paid after 1 day of substitution during a 2-week period, retroactive to the first day. (Previously, 15¢ for maintenance and 12¢ for other non-supervisory employees.)
Meal Allowance (Gray Coach Lines):	Increased by 12.5%. Effective July 1, 1982, increased by 9.8%. (Previously, \$3.49 for regular routes and \$4.80 for charters.)
Parcel Allowance: (Gray Coach Lines):	Increased by 7% plus general wage increase. Effective July 1, 1982, increased by 9.8%. (Previously, 14¢ per parcel.)
Report Allowance:	\$2 (\$1) for each accident or incident report required to be made out by employees while off duty; \$4 (\$3) if report contains the names of 2 or more witnesses.
Shortage Allowance:	\$175 (\$160) paid to Subway Suppliers and Station Collectors.
Safety Shoe Allowance:	\$30 (\$27) per year without steel shank, \$33 (\$30) with steel shank, for regular employees with 12 months of service. Effective July 1, 1982, \$33 and \$36, respectively. Allowance may be accumulated for use every 2 years.

RETAIL TRADE

Loblaws Limited, province-wide - Local 1000, Food and Commercial Workers (AFL-CIO/CLC) (warehouse and advertising employees in Ontario and office employees at Mississauga): A 24-month renewal agreement effective from July 16, 1981 to July 15, 1983, covering 430 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 12/81</u>	<u>Aug. 3/81</u>
Increase		\$1.20 for full-time empls.; 65¢ for part-time empls.	
COLA Fold-in			4¢
<u>Warehouse Divisional Department</u>			
Warehouse Clerk A		\$7.64-\$11.19 (\$7.04-\$9.99)	\$7.68-\$11.23
Receiver-Checker, Days only		\$11.72 (\$10.52)	\$11.76
<u>Advertising and Duplication Departments</u>			
Bindery Operator B		\$6.61-\$10.03 (\$6.01-\$8.83)	\$6.65-\$10.07
Photo-Typesetter/ Programmer		\$10.75-\$13.69 (\$10.15-\$12.49)	\$10.79-\$13.73
<u>Office Employees</u>			
Order Clerk		\$6.50-\$9.74 (\$5.90-\$8.54)	\$6.54-\$9.78
Inventory Control Clerk		\$7.50-\$10.90 (\$6.90-\$9.70)	\$7.54-\$10.94
Effective		<u>Aug. 30/81</u>	<u>July 18/82</u>
Increase			\$1.20 for full-time empls.; 65¢ for part-time empls.
Additional Adjustments		44¢ for Section Leader; 29¢ for Office Employees; 20¢ for some classifications	44¢ for Section Leader; 10¢ for Order Clerk

Effective	<u>Aug. 30/81</u>	<u>July 18/82</u>
<u>Warehouse Divisional Department</u>		
Warehouse Clerk A	\$7.68-\$11.23	\$8.24-\$12.39
Receiver-Checker	\$11.76	\$12.92
<u>Advertising and Duplication Departments</u>		
Bindery Operator B	\$6.75-\$10.27	\$7.31-\$11.43
Photo-Typesetter/ Programmer	\$10.79-\$13.73	\$11.35-\$14.89
<u>Office Employees</u>		
Order Clerk	\$6.68-\$10.07	\$7.29-\$11.33
Inventory Control Clerk	\$7.68-\$11.23	\$8.24-\$12.39

Previous rates reflect a 30¢ COLA Fold-in.

NOTE: Increases are prorated from 50% at the start to 100% at the top of the ranges shown.

Probationary period is 30 worked days. Maximum rates for Warehouse Clerk A, Bindery Operator B, Photo-Typesetter/Programmer, Order Clerk and Inventory Control Clerk are reached after 1 year.

Cost of Living Allowance:	1¢ per 0.5 increase in the Consumer Price Index - 1971 (1961) =100, using June 1981 as the base index month. Adjusted quarterly. Capped at 15¢ per hour annually. (Basic formula is unchanged.)
Shift Premium:	Effective August 30, 1981, 0-50¢-50¢ (0-40¢-40¢).
Saturday and Sunday Premium:	Effective August 30, 1981, 25¢ per hour for employees normally scheduled Wednesdays through Sundays and Saturdays through Wednesdays - days.
Premium Pay for Part-time Employees (new):	25¢ per hour for all hours worked on Ice Car unloading and for all regularly scheduled hours worked on Sunday days or afternoons in the produce department.
Acting Pay Premium:	Effective August 30, 1981, 20¢ (15¢) per hour to perform the duties of a Transport Loader, Laundry Washer, Presser, Sewing Operator, Grocery Assembly Replenisher and Receiver-Checker; 45¢ (30¢) per hour to perform the duties of a Section Leader and 50¢ (35¢) per hour to perform the duties of a Supervisor.
Christmas Bonus (Part-time) (new):	\$50 for employees with 3 years' service, \$20 for more than 1 year's service and \$10 for more than 6 months' service.
Vacation Pay (Part-time) (new):	4% for employees with up to 5 years' service, 6% after 5 years' service and 8% after 10 years.

Bereavement Leave:	Daughter-in-law and son-in-law are added for up to 3 days' paid leave.
Sick Leave:	Employer pays for any additional costs incurred in obtaining a medical certificate beyond what OHIP provides.
Meal Allowance:	Effective August 30, 1981, \$3.00 (\$2.50) plus a 15-minute rest period (new) after working 2 hours' overtime. For Advertising Department employees working out of town, breakfast \$3.50 (\$2.00), lunch \$4.00 (\$3.00) and supper \$7.50 (\$6.00).
Mileage Allowance:	26¢ (21¢) per mile with a minimum of \$3.00 (\$2.50).
Safety Shoe Allowance:	Effective August 31, 1981, \$40 (\$30) per year.

FINANCE, INSURANCE AND REAL ESTATE

Ontario Hospital Association at Toronto - Blue Cross Employees' Association (Ind.) (office and clerical employees): A 36-month first agreement effective from August 24, 1981 to August 23, 1984, with wages retroactive to December 26, 1980, covering 385 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 26/80</u>	<u>Aug. 24/81</u>
	General Increases	9%	12%
	Additional Adjustments		Total restructuring of the wage schedule
	<u>Bi-weekly Salary Range</u>		
	Grade 40	*	\$359-\$485
	Grade 45	*	\$577-\$781
		<u>Aug. 24/82</u>	<u>Aug. 24/83</u>
	General Increases	11%	9%, tentative, subject to a Wage Re-opener based on changes in economic climate as determined by the indices normally used by OHA
	Grade 40	\$399-\$539	\$435-\$588
	Grade 45	\$641-\$867	\$699-\$946

*Rates are not available due to restructuring of wage schedule.

Probationary period is 60 days worked. Maximum rates are reached on merit. Individual performance appraisals are conducted every 6, 9, or 12 months, depending on length of service. Merit increases for the 1981-84 contract years for the majority of employees, range from 9% (6%) to 13% (10%).

Hours of Work:	7 hours per day.
Overtime Pay:	Time and one-half after 7 hours worked. 3 1/2 hours per two-week period may be accumulated at straight time with prior approval, in order to facilitate an early leaving on 1 Friday per pay period.
Saturday and Sunday Pay:	Time and one-half for all hours worked.
Acting Pay:	Employee temporarily assigned to another classification receives her current rate, or if position is in a higher grade, the next highest rate in the higher classification for all days so worked.
Holiday Pay:	Time and one-half plus holiday pay, and double time after 7 hours worked.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Boxing Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Easter Monday, Anniversary Day of employment, and 1/2 day before Christmas and New Year's are recognized for a total of 12 days.
Paid Vacation:	Effective January 1, 1982, 1 week after 6 months' service prior to August 1 of the current year, 2 weeks after 1 year. 3 weeks after 3 years' service prior to October 1 of the current year, 4 weeks after 12 years, and 5 weeks after 20 years.
Bereavement Leave:	3 consecutive working days' paid leave to attend or make arrangements for the funeral of a spouse, child, grandchild, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law and sister-in-law. 1 day's paid leave on date of funeral for employee unable to attend because of distance. 1 day's paid leave to attend the funeral of grand-parents, son-in-law, daughter-in-law, step-parents, step-brother and step-sister, or 3 days may be granted at the discretion of the employee's supervisor.
Casual Leave:	Up to a maximum of 4 days' paid special leave at the discretion of employee's supervisor, for employees who have completed their probationary period.
Jury Duty and Subpoenaed Witness Leave:	Employer pays the difference between regular salary and fees received.
Health and Welfare:	OHIP - Employer pays 100% of premium costs for seniority employees.

Extended Health Care - Employer pays 100% of premium costs.
Maximum claim for eyeglasses is \$75 every 2 years.

Dental Plan - Employer pays 100% of premium costs for Plan #7 with Rider 1. Payments are based on the current ODA fee schedule.

Amendments to insured benefits for years 2 and 3 of contract will be discussed on or prior to May 15 in 1982 and 1983.

Meal Allowance: \$3 after 2 1/4 hours overtime worked. Effective in the third year, \$3.50.

Luncheon Voucher: Effective on date of signing of agreement, value to be increased to 75¢ (50¢).

Union President: Up to an average of 3 hours per week to attend to union business.

Lay-off Pay: 1 week's notice or pay in lieu thereof.

EDUCATION AND RELATED SERVICES

Wentworth County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (525 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/81
	Average Increase	11%*
	Teacher-Level 1	\$12,182-\$18,224
	0-6 years	(\$10,975-\$16,418)
	Teacher-Level 4	\$17,050-\$28,923
	0-10 years	(\$15,360-\$26,057)
	Teacher Level 7	\$20,579-\$38,031
	0-13 years	(\$18,540-\$34,262)

*Based on formula involving Hay Associates (Canada) Limited points industrial composite index (Hamilton) and the Consumer Price Index (Canada). Capped at 12%.

Principals - Salary to be based on teacher grid placement plus responsibility allowances ranging from \$8,000 for 0 year of experience, to \$9,200 for 3. (Previously, ranged from \$34,116 for 0 year of experience and responsible for less than 10 staff members to 39,858 for 5 years and 10 or more staff. An additional \$500 or \$750 per year paid for certain qualifications.)

Extra Degree Allowance: \$750 for first graduate degree; \$450 for second. (\$735 if a teacher held 1 or more qualifying graduate degrees.)

Health and Welfare: Life Insurance - Coverage equal 2 1/2 times annual salary. (2 times annual salary as of September 1, 1979.)

SERVICES TO BUSINESS MANAGEMENT

TAS Communications Services at Toronto - Local C-16, Communications Workers (CLC):

A 24-month renewal agreement effective from June 25, 1981 to June 24, 1983, covering 208 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 25/81</u>	<u>Aug. 1/81</u>
General Increase		3% except on start rate	
COLA Fold-in		39¢ except on start rate	15¢ except on start rate
Answering Service Operator		*\$3.30-\$5.87 (\$3.00-\$5.32)	\$3.30-\$6.02

*Reflects increase in the minimum wage.

Probationary period is 90 calendar days. Maximum rate is reached after 60 months.

Cost of Living Allowance: Effective November 1, 1981, 1¢ per 0.5 point increase in the Consumer Price Index - 1971=100, above the June 1981 base index month. Calculated quarterly to May 1, 1983. (Basic formula is unchanged.)

Supervisor Supplement: \$12 (\$10) per week.

In-charge Premium: 30¢ (unchanged) per hour up to a maximum of \$2.25 (\$1.75) per day.

Paid Vacation: 4 weeks plus 1 day after 19 years' service, 4 weeks plus 2 days after 20 years, 4 weeks plus 3 days after 21 years, 4 weeks plus 4 days after 22 years, and 5 weeks after 23 years (new). Effective June 25, 1982, 4 weeks after 13 (15) years' service.

Health and Welfare (Full-Time): Life Insurance and A.D. & D. - Effective August 24, 1981, \$5,000 (\$3,000) coverage.

Retirement Plan (Full-Time): At age 60 or over, 25 weeks' pay after 25 years' service. (Previously, maximum of 20 weeks' pay after 20 years' service.)

Doctor's Certificate: Employer pays up to \$5 for medical certificate charge.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Union of Postal Workers (CLC)

(23,500 inside post office employees): A 24-month renewal agreement effective from January 1, 1981 to December 31, 1982, settled with a mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82
	General Increases	70¢	70¢
	Mail Handler	\$9.74-\$9.88 (\$9.04-\$9.18)	\$10.44-\$10.58
	Postal Clerk and Supervisory Mail Handler	\$9.86-\$10.03 (\$9.16-\$9.33)	\$10.56-\$10.73
	Mail Dispatcher	\$10.04-\$10.13 (\$9.34-\$9.43)	\$10.74-\$10.83
	Previous rates reflect a 38¢ COLA Fold-in.		
Cost of Living Allowance:	1¢ per 0.35 increase in the Consumer Price Index - 1961=100, using December 1980 and December 1981 as base index months. Payable quarterly and triggered at 6% in each year. COLA generated in 1981 will be folded into the wages as of January 1, 1982. (Basic formula is unchanged.)		
Hours of Work:	37 1/2 per week (unchanged).		
Shift Premium:	81¢ (72¢) for shifts between 5 p.m. and 7 a.m.		
Weekend Premium:	\$1.01 (90¢) for regularly scheduled work on Saturday and/or Sunday.		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	Effective April 1, 1981, 5 weeks after 20 (25) years' service. Also 3 weeks after 1 year, 4 weeks after 10 years, 6 weeks after 30 years and 7 weeks after 35 years (unchanged). Effective April 1, 1982, 4 weeks after 8 years.		
Bereavement Leave:	1 day to attend the funeral of a grandparent of spouse (new).		
Maternity Leave:	17 weeks paid leave at 93% of salary (new).		
Paid Leave Union Business:	Shop stewards will be given 15 minutes per week to meet with new employees (new).		
Casual Sick Leave:	5 (3) consecutive days to a maximum of 10 (7) days per year without a medical certificate.		
Boot Allowance:	Effective April 15, 1981, \$180 (\$155) per year. Effective April 15, 1982, \$195.		
Glove Allowance:	Effective October 1, 1981, \$15 (\$11) per year. Effective October 1, 1982, \$17.		
Part-time:	Employer pays 10¢ (8¢) per hour in lieu of boot and glove allowance. Effective January 1, 1982, 11¢.		
Overtime Meal Allowance:	\$5 (\$4) when employee is required to work more than 2 hours overtime in excess of his daily schedule. Effective January 1, 1982, \$5.50.		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(4,440 correctional group, supervisory and non-supervisory
employees): A 20-month renewal agreement effective from August
 5, 1981 to March 31, 1983, with wages retroactive to April 1,
 1981, settled at the bargaining stage. Duration of negotiations
 - 7 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Dec. 1/81</u>
	Increases	11%	3%
	<u>Annual Rates</u>		
	<u>Custodial Sub-Group</u>		
	CX-COF-1 (non-supervisory)	\$16,922-\$21,488 (\$15,245-\$19,359)	\$17,430-\$22,133
	CX-COF-8 (supervisory)	\$24,481-\$27,760 (\$22,055-\$25,009)	\$25,215-\$28,593
	<u>Staff Instructor</u> <u>Sub-Group</u> (non-supervisory)		
	CX-STI-2	\$24,481-\$27,760 (\$22,055-\$25,009)	\$25,215-\$28,593
		<u>June 21/82</u>	<u>Dec. 1/82</u>
	Increases	11%	3%
	<u>Annual Rates</u>		
	<u>Custodial Sub-Group</u>		
	CX-COF-1 (non-supervisory)	\$19,347-\$24,568	\$19,927-\$25,305
	CX-COF-8 (supervisory)	\$27,989-\$31,738	\$28,829-\$32,690
	<u>Staff Instructor</u> <u>Sub-Group</u> (non-supervisory)		
	CX-STI-2	\$27,989-\$31,738	\$28,829-\$32,690
Hours of Work:	37 1/2 per week (unchanged).		
Shift Premium:	0-30¢-40¢ (0-25¢-33¢).		
Weekend Premium:	35¢ (30¢) per hour for all regularly scheduled hours.		
Standby Pay:	\$6 (\$5) for each 8-hour period or \$12 (\$10) on a day of rest or paid holiday.		

Paid Holidays:	11 days (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service. Effective March 31, 1982, 5 weeks after 20 years. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).
Casual Sick Leave:	5 (3) consecutive days to a yearly maximum of 10 (7) without a medical certificate.
Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.
Overtime Meal	\$4 (\$3.50) after 3 hours and \$3 (\$2.50) for each additional 4 hour period thereafter.
Responsibility Allowance:	\$3 (\$2.50) per shift for designated CX-LUF-1 when senior institutional personnel are not on duty at a minimum security installation. Effective March 31, 1982, \$3.50.
Dog Handlers Allowance:	\$2 (\$1.50) for each period in which the dog is handled for a minimum of 1 hour within the first 4 hours immediately after the commencement of the shift and any succeeding period of 4 hours.
Travel Allowance on Call Back:	Maximum of \$5 (\$4).
Severance Pay:	Retirement - 1 week's pay per year of continuous employment to a maximum of 28 weeks when employee is entitled to an immediate annuity under the Public Service Superannuation Act. (Previously, age 55 was one of the requirements.)

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(3,015 data processing employees): A 17-month renewal agreement effective from August 24, 1981 to February 6, 1983, with wages retroactive to January 7, 1981, settled at the conciliation board stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 7/81	Jan. 7/82
	Increases	13%	12%
	<u>Data Conversion</u> <u>Sub-Group</u>		
	DA-CON-1	\$10,752-\$14,078 (\$9,515-\$12,458)	\$12,042-\$15,767
	DA-CON-8	\$24,546-\$26,883 (\$21,722-\$27,491)	\$27,492-\$30,109
	<u>Data Production</u> <u>Sub Group</u>		
	DA-PRO-1	\$10,711-\$15,389 (\$9,479-\$13,619)	\$11,996-\$17,236

	<u>Jan. 7/81</u>	<u>Jan. 7/82</u>
DA-PRO-7	\$27,190-\$29,786 (\$24,062-\$26,359)	\$30,453-\$33,360
Hours of Work:	37 1/2 per week (unchanged).	
Shift Premium:	Effective January 7, 1982, 0-45¢-45¢ (0-30¢-38¢).	
Weekend Premium:	Effective January 7, 1982, 45¢ (35¢) for regularly scheduled hours worked on Saturday and/or Sunday.	
Paid Holidays:	11 days (unchanged).	
Paid Vacation:	Effective January 7, 1982, 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).	
Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.	
Penological Factor Allowance:	Value of x increased \$1,200 (\$1,000) per year.	

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(18,530 general labour and trades group, supervisory and non-supervisory employees): A 24-month renewal agreement effective from January 5, 1981 to January 4, 1983, settled at the conciliation board stage. Duration of negotiations - 10 months.

Wages:	<u>Jan. 5/81</u>	<u>Jan. 5/82</u>	<u>Nov. 5/82</u>
Effective			
Increases	12%	10%	8.5% varies
<u>Elemental Sub-Group</u>			
Moncton (Zone 3)	\$6.32-\$10.24 (\$5.64-\$9.14)	\$6.95-\$11.26	\$7.54-\$12.22
Ottawa (Zone 9)	\$6.84-\$11.20 (\$6.11-\$10.00)	\$7.52-\$12.32	\$8.16-\$13.37
Victoria (Zone 21)	\$7.43-\$12.19 (\$6.63-\$10.88)	\$8.17-\$13.41	\$8.86-\$14.55
<u>Machine Driving-Operating Sub-Group</u>			
Increases	12%	10%	9.5% varies
Moncton (Zone 3)	\$6.07-\$10.08 (\$5.42-\$9.00)	\$6.68-\$11.09	\$7.31-\$12.14
Ottawa (Zone 9)	\$6.59-\$11.00 (\$5.88-\$9.82)	\$7.25-\$12.10	\$7.94-\$13.25

	<u>Jan. 5/81</u>	<u>Jan. 5/82</u>	<u>Nov. 5/82</u>
Victoria (Zone 21)	\$7.59-\$12.79 (\$6.78-\$11.42)	\$8.35-\$14.07	\$9.14-\$15.41

Electrical Install-
ing and Maintaining
Sub-Group

	Increases	12%	10%	varies
Moncton (Zone 3)	\$6.31-\$11.13 (\$5.63-\$9.94)	\$6.94-\$12.24	\$7.53-\$13.40	
Ottawa (Zone 9)	\$7.45-\$13.04 (\$6.65-\$11.64)	\$8.20-\$14.34	\$8.90-\$15.70	
Victoria (Zone 21)	\$8.46-\$14.39 (\$7.55-\$12.85)	\$9.31-\$15.83	\$10.10-\$17.33	

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-30¢-40¢ (0-25¢-33¢).
Weekend Premium:	35¢ (30¢) per hour. Effective January 5, 1982, 40¢.
Standby Pay:	\$6 (\$5) for each 8 consecutive hours or portion thereof and \$12 (\$10) on a day of rest or designated paid holiday.
Paid Holidays:	11 days (unchanged).
Paid Vacation:	5 weeks after 22 (25) years' service and 3 weeks after 1 (2) years. Also 4 weeks after 10 years (unchanged). Effective April 1, 1982, 5 weeks after 20 years.
Casual Sick Leave:	5 (3) consecutive days to a yearly maximum of 10 (7) without a medical certificate.
Leave with Pay for Family Related Responsibilities (new):	Up to one-half day to take dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per year.
Diving Duty Allowance:	\$7.50 (\$6.50) per hour.
Flight Inspection Allowance:	\$60 (\$50) per month with a minimum of 15 hours flying time per calendar quarter.
Flight Test Allowance:	\$6.50 (\$5.50) per hour.
Horse Allowance:	\$250 (\$200) per season for pasture managers, pasture riders and ditch riders.
Meal Allowance:	\$4 (\$3.50) after 3 hours' overtime and \$3 (\$2.50) for each additional 4 hours.

Severance Pay: Rejection on Probation - Qualifying period 1 (2) years of continuous employment; 1 week's pay for each year of service to a maximum of 27 years.

Retirement - 1 week's pay per year of continuous employment to a maximum of 28 weeks when employee is entitled to an immediate annuity under the Public Service Superannuation Act.
(Previously, age 55 was one of the requirements.)

ADDENDUM

January 1981 Settlement

PAPER AND ALLIED

MacMillan Bloedel Industries Limited formerly The Continental Group of Canada Ltd., and Abitibi Paper Company Ltd., Abitibi Containers Division at Guelph, London, Rexdale and Montreal - Various locals, Canadian Paperworkers and Local 69, Energy and Chemical Workers* (CLC):
Three 24-month renewal agreements effective from June 17, 1980 to June 16, 1982 at London and Guelph, and from August 16, 1980 to August 15, 1982 at Rexdale and one 21 1/2-month renewal agreement effective from November 1, 1980 to August 15, 1982 at Montreal. A further agreement at Toronto was effective from June 17, 1980 until plant closure in March, 1981. The agreements covering 457 Ontario employees were settled with mediation assistance and ratified in January, 1981. Duration of negotiations - 8 months.

*Previously, the Canadian Chemical Workers (Ind.)

Wages:	Effective	<u>June 17/80</u>	<u>June 17/81</u>
	General Increases	\$1.37	90¢
	<u>Guelph and London</u>		
	Job Level 3 (includes Packer- Strapper and Packer- Finishing)	\$9.00 (\$7.63)	\$9.90
	Job Level 11 (Electrician "A")	\$10.36 (\$8.99)	\$11.26
	Effective	<u>Aug. 16/80</u>	<u>Aug. 16/81</u>
	Additional Adjustments	Restructuring of the wage schedule	Some special adjustments
	<u>Rexdale</u>		
	Job Level 3 (includes Corrugator Trucker)	\$8.76 (\$7.39)	\$9.90

	<u>Aug. 16/80</u>	<u>Aug. 16/81</u>
Job Level 11 (Electrician "A")	\$10.19 (\$8.82)	\$11.26
Cost of Living Provision:	Discontinued. (Previously, inoperative at Guelph and London.)	
Skilled Trades Premiums:	72¢ (34¢) per hour for Certified Electrician "A" and Certified Mechanic "A" at London and Guelph and 38¢ (new) at Rexdale. Effective August 16, 1981, 72¢ at Rexdale.	
Shift Premium:	0-22¢-\$27¢ (0-20¢-25¢). Effective in the second year, 0-25¢-30¢.	
Reporting Pay:	Minimum 8 hours' pay. Employee receives applicable overtime rate if the work scheduled would have been paid for at overtime rates. (Unchanged for Guelph and London. Previously, 4 hours' pay at straight time at Rexdale.)	
Paid Holidays (Rexdale):	The third Friday in February is added for a total of 12 days.	
Paid Vacation:	4 weeks after 10 (12) years' service and 5 weeks (new for Rexdale) after 22 years. Effective May 1, 1981, 3 weeks after 4 (5) years, 4 weeks after 9 years, 5 weeks after 20 years and 6 weeks at 12% (new) after 30 years.	
Supplemental Vacation (Rexdale) (new):	1 week at age 60, 2 weeks at age 61, 3 weeks at age 62, 4 weeks at age 63 and 5 weeks at age 64, for employees with 25 years' service.	
Bereavement Leave:	Up to 3 days' paid leave in the event of a stillborn or premature birth (new). Grandparents-in-law, sister-in-law, brother-in-law, son-in-law and daughter-in-law are added to the provision at Rexdale (New. Unchanged for Guelph and London.)	
Health and Welfare:	<p><u>Life Insurance</u> - \$24,000 (\$16,000-\$22,000) coverage at Guelph and London. \$20,000 (\$18,000) coverage at Rexdale. Effective August 16, 1981, \$24,000.</p> <p><u>Weekly Indemnity</u> - Benefits increase to \$215 per week. (Previously, \$160 at Rexdale and \$185 at Guelph and London.) Effective in the second year, \$235.</p> <p><u>Major Medical and Drug Plan</u> - Employer pays current premium rates in effect (unchanged). Payments are maintained for 1 year when an employee is sick or disabled by accident (new).</p> <p><u>Dental Plan</u> - Payments are based on the 1980 (current) Ontario Dental Association fee schedule. Effective August 16, 1981, at Rexdale employer pays 100% (50%) of premium costs for Blue Cross Plan #7 with riders 1 and 2.</p>	
Pension Plan (London and Guelph):	<u>Basic Benefit</u> - \$11.00 (\$9.50) per month per year of service for employees retiring after July 1, 1980.	

Notice of Layoff:	8 hours' pay in lieu of notice prior to the end of the shift preceding the last work day. (New for London and Rexdale. Unchanged for Guelph.)
Technological Change:	Employee set back to a lower paid job receives his rate for 6 (3) months and for a further period of 6 (3) months receives an adjusted rate midway between his rate and the rate for the new permanent job.
Severance Pay:	4 weeks' pay after 3 years' service, 6 weeks' pay after 5 years, 7 weeks' pay after 7 years and 8 weeks' pay after 10 years. (Unchanged for Guelph and London. New for Rexdale.)
Safety Shoe Allowance:	Effective January 26, 1981, employer contributes \$35 per pair per year. (Previously, \$30 per pair per year at London and Guelph and \$5 per year at Rexdale.)

June 1981 Settlement

HEALTH AND WELFARE SERVICES

Ottawa-Carleton Children's Aid Society - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (part-time and full-time employees): Two 24-month renewal agreements effective from January 1, 1981 to December 31, 1982, covering 296 employees, settled at the conciliation officer stage and ratified in June, 1981. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	\$1,826 per year	11%
	Child Care Workers (40 hrs. per week) and Social Workers (35 hrs. per week)		
	Level 1	\$14,227-\$15,171 (\$12,401-\$13,345)	\$15,792-\$16,840
	Level 6	\$23,912-\$25,660 (\$22,086-\$23,834)	\$26,542-\$28,483
	Probationary period is 6 months. Maximum rates are reached after 4 years.		
	<u>Emergency Duty Pay for Part-time Employees</u>		
	Increases	11%	11%

	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>
1st Call	\$37.68 (\$33.95) on a week day; \$169.59 (\$152.78) on a week-end; \$75.37 (\$67.90) on a holiday	\$41.82 on a week day; \$188.24 on a week-end; \$83.66 on a holiday
2nd Call	\$8.88 (\$8.00) per shift plus \$5.09 (\$4.59)/hr./call on a week day; \$84.83 (\$76.42) on a week-end; \$28.27 (\$25.47) from 9 a.m.-6 p.m. and \$8.88 (\$8.00) per tour plus \$5.09 (\$4.59) per hour after 6 p.m. on a holiday	\$9.86 per shift plus \$5.65/hr./call on a week day; \$94.16 on a week-end; \$31.38 from 9 a.m.-6 p.m. and \$9.86 per tour plus \$5.65 per hour after 6 p.m. on a holiday
3rd Call	\$3.33 (\$3.00) per shift plus \$5.09 (\$4.59)/hr./call	\$3.70 per shift plus \$5.65/hr./call
Casual Part-time Relief employees Pay:	\$5.57 (\$4.92) per hour starting rate and \$5.77 (\$5.12) per hour after 800 hours. Effective January 1, 1982, \$6.29 and \$6.52 respectively.	
Sleep-over Pay (Part-time):	\$2.15 (\$1.94) per hour. Effective January 1, 1982, \$2.39.	
Maternity Leave (Full-time):	Effective June 27, 1981, employer continues payment of health and welfare premium costs for the duration of the leave (new).	
Seniority (Part-time):	Effective June 27, 1981, 1 hour credit towards seniority per each 2 hours of sleep-over (new).	
Health and Welfare:	Effective June 27, 1981, 5% (4%) of normal earnings in lieu of benefits for casual part-time relief and vacation relief employees.	
Mileage Allowance:	Effective July 1, 1981, 30¢ (25¢) per mile. Effective July 1, 1982, 35¢ per mile.	

July 1981 Settlements

TRANSPORTATION

Transit Windsor - Local 616, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1981 to February 28, 1983, covering 275 employees, settled with mediation assistance during a work stoppage and ratified in July, 1981. Duration of negotiations - 8 months.

Wages:	Effective	Mar. 1/81	Mar. 1/82
General Increases		9.5%	3.7%
Additional Adjustment		20¢ for Tireman	
Store Maintenance		\$8.52 (\$7.78)	\$8.84
Operator*		\$9.70 (\$8.86)	\$10.06
Welder		\$10.59 (\$9.67)	\$10.98

Previous rates reflect a COLA fold-in.

*Operator receives 95% of wage rate for the first 8 months of employment, and full rate thereafter.

Cost of Living Allowance: 1¢ per .325 (.35) point increase in the Consumer Price Index - 1971=100, above the November 1981 base index month. Calculated quarterly, and payable every 2 weeks starting March 22, 1982. (Previously, paid quarterly.)

Shift Premium: 0-20¢-25¢ (0-16¢-16¢).

Leaders Premium: 40¢ (35¢) per hour.

Spread Premium: Operators receive \$1.50 (\$1.25) per hour for all work performed between the 11th to 12th hour of work; \$1.75 (\$1.50) per hour between the 12th and 13th hour; and \$2.25 (\$2) per hour over the 13th hour.

Minimum Hours Guarantee: Extra or Spare Board Operators are guaranteed a minimum of 40 (37) hours' pay per 5-day week at basic rate, to be assessed on a daily (weekly) basis if worked a minimum of 12 hours.

Paid Holidays: Effective March 1, 1982, 1 floating holiday is added for a total of 12 days.

Paid Vacation: Effective March 1, 1982, 4 weeks after 10 (12) years' service and 6 weeks after 30 (32) years.

Bereavement Leave: Grandparents are added to the provision for 1 day's paid leave.

Health and Welfare: Life Insurance - Effective August 1, 1981, \$12,000 (\$10,000) coverage. Effective March 1, 1982, \$15,000 coverage.

Long Term Disability - Effective July 29, 1981, benefit increases to \$500 (\$450) per month and primary and secondary offsets are removed.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective March 1, 1982, the

1982 ODA fee schedule. Green Shield Riders # 3 and 4 are added, with 40% of premium costs paid by employer.

Meal Allowance: \$5 for all meals for Operator on a charter operation. (Previously, \$2 for breakfast, \$3.50 for lunch and \$5 for dinner.)

Safety Shoe Allowance (new): Employer pays a maximum of \$35 for 1 pair per year.

Tool Allowance: Employer pays a maximum of \$100 (\$75) per year.

EDUCATION AND RELATED SERVICES

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.) (625 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage and ratified in July 1981. Duration of negotiations - 7 months.

Wages: Effective Sept. 1/81

Increase 10.7%
(Weighted Average)

Teacher - Category E1 \$12,925-\$17,925
0-5 years (\$11,870-\$16,265)

Teacher - Category E4 \$17,150-\$28,840
0-9 years (\$15,345-\$26,170)

Teacher - Category E7 \$21,400-\$36,020
0-10 (11) years (\$19,040-\$32,745)

Responsibility Allowances: Classroom Teacher - \$1,565 (\$1,465).

Education Co-ordinators - Small Centres - \$2,000 (\$1,800).
Responsible for 3 to 10 teachers - \$2,500 (\$2,400). Responsible for 11 or more teachers - \$3,100 (\$3,000).

Vice-Principals - Less than 15 teachers - \$3,100 (new). 15 or more teachers - \$3,500 (unchanged).

Health and Welfare: Life Insurance - Coverage equals annual salary to a maximum of \$33,000 (\$30,000).

Dental Plan - 65%/35% (50%/50%) co-insurance.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(2,645 financial administration group employees): A 21-month renewal agreement effective from September 10, 1981 to June 22, 1983, with wages retroactive to June 23, 1981, settled by arbitration in July, 1981. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 23/81</u>	<u>June 23/82</u>
	Increases	11 1/2% except F1-2, 10%	9%
	<u>Annual Rates</u>		
	F1-1	\$21,290-\$23,867 (\$19,094-\$21,405)	\$23,206-\$26,015
	F1-3	\$26,500-\$29,723 (\$23,767-\$26,657)	\$28,885-\$32,398
	F1-5	\$36,013-\$40,458 (\$32,299-\$36,285)	\$39,254-\$44,099
	F1-6	\$37,130-\$46,273 (\$33,300-\$41,500)	\$40,472-\$50,438
Hours of Work:	Effective June 23, 1982, 36 1/4 (37 1/2) per week.		
Paid Holidays:	11 days (unchanged).		
Paid Vacation:	Effective June 23, 1982, 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).		
Severance Pay:	<u>Lay-off</u> - Maximum benefit of 30 (28) weeks' pay.		

Negotiations in Progress during August 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg Sta
Babcock and Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	915	ME
B.D.C. Ltd., Toronto, Windsor, London, Hamilton and Ottawa	Teamsters (Ind.)	458	CO
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO/CLC)	230	B
Canada Packers Ltd. (Beardmore Div.), Halton Hills (Acton)	Food and Commercial Workers (AFL-CIO/CLC)	360	CO
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	481	B
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED/
Canadian Lake Carriers Assn., province-wide**	Merchant Service Guild (CLC) (deck officers)	280	CO
Canadian Mine Enterprises Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC)	240	B
Canadian Pittsburgh Glass Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	460	B
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	298	ME
Cargill Grain Elevators, Manitoba Pool Elevators, Parrish and Heimbecker, Richardson Termi- nals, Saskatchewan Wheat Pool and United Grain Growers, Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	ME
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	890	B
Central Park Lodges of Canada (Retirement Homes), Intercity	Service Employees (AFL-CIO/CLC)	900	CO
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	600	B
Chateau Laurier, Ottawa	Railway, Transport and General Workers (CLC)	300	B

* see page 555 for definition of codes.

** Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	MED/WS
Coca Cola Ltd., Hamilton, Kitchener, London, Ottawa, Toronto and Windsor	Cdn. Brewery Workers (CLC) (production and office empls.)	1,145	CO
Crown Cork and Seal Ltd., Concord	Steelworkers (AFL-CIO/CLC)	250	CO
Denison Mines, Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,675	MED
Dominion Textile Inc. (Caldwell Consumer Products), Iroquois	United Textile Workers (AFL-CIO/CLC)	300	B
Dominion Textile Inc. (Long Sault Fabrics and Yarns Plants), Long Sault	United Textile Workers (AFL-CIO/CLC)	570	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Regional Municipality	CUPE (CLC)	350	B
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Eastern Steelcasting Div. of Ivaco Ltd., L'Original	Steelworkers (AFL-CIO/CLC)	225	B
Electrohome Ltd., Cambridge	Auto Workers (AFL-CIO/CLC)	335	B
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL-CIO/ CLC) (hourly-rated empls.)	1,050	B
Etobicoke General Hospital	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	467	PCB
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical, full-time empls.)	1,740	PCB
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	770	CO

**Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Fortune Footwear (Div. of Susan Shoe Industries Ltd.), Hamilton	United Textile Workers (AFL-CIO/CLC)	250	B
GSW Ltd. and subsidiaries, Fergus and other locations	Steelworkers (AFL-CIO/CLC) (office and plant empls.)	575	MED
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	CO
Griffith Mine (Pickands Mather and Co.), Bruce Lake	Steelworkers (AFL-CIO/CLC)	390	B
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	205	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	450	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	B
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC)	202	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	505	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	MED
ITT Industries of Canada Ltd. (Communications, Controls and Instruments Div.), Guelph	Steelworkers (AFL-CIO/CLC)	205	MED/W
Ivaco Rolling Mills, a Div. of Industrial Fasteners Ltd., L'Orignal	Steelworkers (AFL-CIO/CLC)	225	B

**Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	590	B
itchener City Corp. (Transit Div.)	Railway, Transport and General Workers (CLC)	275	CO
akehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	560	B
anark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	260	MED
anark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	205	B
D. Lee Co. of Canada Ltd., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	240	PCB
eds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	375	MED/WS
evi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	200	B
lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Gregor Hosiery Mills, Toronto	Textile and Chemical Union (CCU)	250	B
Master University, Hamilton	Cdn. Union of Educational Workers (Ind.)	1,100	MED
etropolitan Toronto Assn. for the Mentally Retarded	CUPE (CLC)	300	B
etropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Units A, B and C)	1,120	PCB
etropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	225	MED
tional Research Council of Canada Canada, Ottawa**	Research Council Employees (Ind.)	285	B
tional Steel Car Corp., Hamilton	Steelworkers (AFL-CIO/CLC)	750	CO

*Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Niagara Regional Municipality (Welland County Home for the Aged)	CUPE (CLC)	445	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
North York City Board Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,145	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	AR
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (academic staff, librarians and counsellors)	6,500	ME
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	4,300	ME
Ontario Jockey Club (Woodbine and Greenwood Race Tracks, Toronto)	Hotel Employees (AFL-CIO/CLC)	200	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	PC
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	AR
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	CO
Peel Board of Education	CUPE (CLC) (caretakers)	390	B
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	465	WS
io Algom, Elliot Lake**	Steelworkers (AFL-CIO/CLC)	1,400	MED
t. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	ARB
t. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	200	B
Scarborough Borough Board of Education and others	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,910	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Parton of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	240	WS
Car Slipper Co. - Valenti Shoes Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	360	B
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	WS
Steel Co. of Canada Ltd. (Page-Hersey Works)	Electrical Workers (UE) (CLC)	965	B
Steel Co. of Canada Ltd. (Welland Tube Works), Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	700	B
Ormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Midbury Board of Education	CUPE (CLC)	391	CO
Midbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	595	PMB
Midbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B

*Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
TCF of Canada Ltd., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	265	CC
J. E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	350	B
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	300	B
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,725	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full-time and part-time empls.)	23,165	AR
Toronto Public Library Board	CUPE (CLC) (full-time and part-time clerical empls. and librarians)	770	ME
Treasury Board of Canada, province-wide**	Professional Institute (PIPS) (Ind.) (defence scientific service)	212	B
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	AR
University of Toronto (Libraries)	CUPE (CLC)	436	CO
University of Toronto Governing Council	Cdn. Union of Educational Workers	1,800	CO
University of Windsor	Faculty Assn. (Ind.) (professors, assistant professors, librarians, etc.)	525	B
Victoria Hospital and others, southwestern Ontario	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,000	AR
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED/
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	405	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	ME
Weatherhead Co. of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	200	WS

**Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	620	B
Windsor City Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	750	B
Windsor City Corp.	Fire Fighters (AFL-CIO/CLC)	274	ARB
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	810	MED
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	MED
Work Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	CO
Work County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
Work County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,000	B
Work University, Toronto	Cdn. Union of Educational Workers (graduate students) (Units I and II)	760	CO
Work University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	900	MED
<u>More Than One Province</u>			
Canadian Broadcasting Corp., Canada-wide**	Broadcast Employees (NABET) (CLC)	2,000	WS
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC)	2,445	CB
Government of Canada (Treasury Board)**	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075	B
Government of Canada (Treasury Board)**	Economists', Sociologists' and Statisticians Assn. (Ind.)	2,275	B

*Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	47,365	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	1,800	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	2,900	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non- supervisory)	2,745	PC
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scien- tific category) (research officers and research council officers)	850	B
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, office, farm service, printing and publishing, live stock, terminal elevator divs. and construction repair dept. empls.)	2,500	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO
Wardair Canada, system-wide**	Air Line Flight Attendants (CLC)	700	WS

**Federal jurisdiction

Negotiations in Progress during August 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
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Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in September 1981

Employer and Location	Union	No. of Empl.
Canada Wire and Cable Ltd. (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	481
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	240
Canadian Pittsburgh Glass Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL- CIO/CLC)	460
Decor Metal Products, Midland and Pene- tanguishene	Clothing and Textile Workers (AFL- CIO/CLC)	366
Denison Mines, Elliot Lake	Steelworkers (AFL-CIO/CLC)	1,675
Dominion Textile Inc. (Caldwell Consumer Pro- ducts), Iroquois	United Textile Workers (AFL-CIO/ CLC)	300
Dominion Textile Inc. (Long Sault Fabrics and Yarns Plant), Long Sault	United Textile Workers (AFL-CIO/ CLC)	570
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	300
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL- CIO/CLC) (hourly rated empls.)	1,050
Etobicoke Borough Corp. (Recreation Section)	CUPE (CLC)	250
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	770
Fortune Footwear (Div. of Susan Shoe Indus- tries Ltd.), Hamilton	United Textile Workers (AFL-CIO/ CLC)	250
Griffith Mine (Pickands Mather and Co.) Bruce Lake	Steelworkers (AFL-CIO/CLC)	390
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	290
Levi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL- CIO/CLC)	200
MTD Products Ltd., Kitchener	Auto Workers (AFL-CIO/CLC)	200
Mount Sinai Hospital, Toronto	Service Employees (AFL-CIO/CLC)	207
Rio Algom, Elliot Lake	Steelworkers (AFL-CIO/CLC)	1,400
Sunnybrook Hospital, Toronto	Service Employees (AFL-CIO/CLC)	284
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	300

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in September 1981 (Cont'd)

Employer and Location	Union	No. of Emps.
Treasury Board of Canada, province-wide	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075
Treasury Board of Canada, province-wide	Public Service Alliance of Canada (CLC) (drafting and illustra- tion group)	1,800
St. Michael's Hospital, Toronto	Service Employees (AFL-CIO/CLC)	220
Women's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500

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Ontario

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OTTAWA

ONTARIO MINISTRY OF LABOUR
2 TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
SEPTEMBER 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in September 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in October 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

October 29, 1981

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Highlights

Mining Sector Settlements. A memorandum of agreement jointly negotiated by Rio Algom and Denison Mines was approved in early September by 4,250 members of four locals of the United Steelworkers of America (USWA) employed at the companies' uranium operations in Elliot Lake. The locals had for the first time in their collective bargaining history a common contract expiry date of September 1, 1981, and entered the negotiations with a uniform set of proposals. They included improvements in all areas of the agreements, with emphasis on safety and health in the workplace. The union claimed that uranium miners are not protected adequately under existing federal safety legislation. Other major bargaining issues concerned health, insurance and pension benefits and a modification of the present cost-of-living clause. Following an overwhelming rejection of a management offer in mid-August, the negotiations reached the "no-board" stage which gave the workers a legal right to strike. The eventual settlement, reached during the ensuing direct talks just before the September 1 deadline, was approved by 64 to 78 per cent margins in separate ratification votes after a brief work stoppage.

The settlement provided a major breakthrough in the area of mining safety. It called for the union to select safety inspectors, who will be paid and trained by the companies. The full-time inspectors will have the authority to close a work area they consider dangerous. In exchange, the union locals agreed to a special health and safety complaints procedure for the first two stages of grievances, with union stewards and management personnel entering a safety dispute only at the final stage.

The monetary improvements, which were similar in some respects to those contained in an earlier settlement at Stelco's Lake Erie Works, included a three-stage general wage increase of \$1.35 per hour plus three annual COLA advances totalling \$1, with payments to be recouped from future quarterly adjustments. The basic COLA adjustment formula was retained and \$1.02 of existing COLA was folded into wage rates. The increases were applied to rates established according to a Cooperative Wage Study (CWS), a job evaluation scheme newly implemented in January 1980. The new settlement increased the increments between job classes from 14 cents to 19 cents over the three years. Additional increases for qualified tradesmen came as a result of moving them two steps above the CWS classification level. A number of new or improved benefits, in such areas as premium payments, paid holidays and vacations, health and welfare, pensions, allowances for meals and safety apparel, paid leaves for union activities and union education fund, were also included. Assuming a 13 per cent annual inflation rate, the total value of the settlement was estimated at about \$8.00 per hour over the three-year term - almost 80 cents more than provided by the Lake Erie pact. The higher value of the Elliot Lake settlement resulted mainly from a superior COLA clause and the better fringe benefits existing in the uranium industry.

In a concurrent development, the USWA concluded a three-year renewal agreement covering 390 production and maintenance employees at the Griffith Mine at Bruce Lake operated by Pickands Mather and Co. The iron ore miners, covered by a contract expiring on September 1, 1981, agreed in direct bargaining to accept settlement terms closely resembling those negotiated earlier by their colleagues employed by Algoma Steel Corporation. The Griffith Mine agreement included a three-step general wage increase of \$1.30 per hour, COLA fold-ins of past, current and advance payments totalling \$2.19 per hour, an upgrading by one job step for mechanics and a higher skilled service bonus. The employer also agreed to implement fringe benefit improvements similar to those granted in the Algoma pact.

Colleges and Universities Staff Settlements. The 1981 round of contract bargaining at Ontario post-secondary learning institutions included 21 sets of negotiations which affected over 24,000 support and teaching employees represented by various unions and staff associations. Of the 21 units, 14 bargained for renewals of the existing agreements expiring between April and August 1981, five negotiated salary increases for the second or third year of current contracts containing reopener clauses and two concluded first agreements following certification of their bargaining agents. In most of the disputes the priority items concerned improvement in the monetary and working conditions areas. The initial union proposals called for settlements that at least compensated for past and current inflation, with proposed salary increases averaging about 20 per cent over one year. The working conditions issues, along with lower workloads, related to improvements in job security and seniority provisions, which would serve as a deterrent to layoffs and contracting out of bargaining unit work. The employers, however, compelled to relate staff and faculty remuneration and positions to the institutions' revenues, were offering annual increases ranging from 7 to 12 per cent and little, if any, improvements in other areas. All but four of the 21 sets of negotiations have been settled to date and five of the new contracts were ratified during the month of September.

The key September settlements were negotiated by the Ontario Public Service Employees' Union (OPSEU), representing 4,700 support staff and 7,000 faculty employees at 22 Colleges of Applied Arts and Technology. The two separate province-wide bargaining units were determined to expedite negotiations and went into bargaining committed to uniform firm deadlines designed to bring about a settlement before the August 31 expiry dates of their existing contracts. The bargaining schedule provided for an investigation of the issues in dispute by a fact finder by June 28 and an August 31 vote on the management's last offer, if a settlement was not reached by that date. The outcome of the vote was to decide on further negotiations and an eventual strike vote, which in turn would put both bargaining groups in a legal strike position by October 13.

In its opening position the support staff unit (representing workers in clerical, technical, nursing, food service, skilled trades and maintenance positions) requested a one-year contract with a 94-cents per hour wage increase to provide parity with the OPSEU-represented clerical workers in the Ontario civil service, plus a further 12.5 per cent wage increase to offset inflation. A fact finder's report issued in mid-August served as a basis for further negotiations, which eventually were concluded on September 10 with the help of a mediator. The resultant tentative settlement was approved a few days later by 92 per cent of the voting members. The one-year agreement provided a general wage increase of 9 per cent plus 15 cents per hour retroactive to September 1, 1981, and an additional 40 cents per hour next March 1, amounting to an average wage increase of 16.4 per cent. The contract also contained higher shift premiums and a number of improvements to health and welfare benefits, with increased employer contributions to OHIP, extended health and supplementary life insurance plans. The parties also agreed on a detailed job security procedure and the establishment of a new joint job evaluation committee.

In the meantime the academic unit, which initially proposed a 20 per cent salary increase, but was mostly concerned with job security and working conditions improvements, moved through the fact finding stage while the talks continued. In mid-September, the faculty members rejected an offer worked out in mediation which would have provided a salary increase of

10.5 per cent over one year. Renewed mediation efforts finally produced a tentative one-year settlement which was approved by a 72 per cent margin in a vote. It increased all salaries by 11.2 per cent retroactively to September 1, and by a further 0.94 per cent on March 1, 1982, resulting in a total increase of 12.24 per cent over the new term. Partial-load employees received increases of \$1.50 and \$3 per hour, depending on their earnings levels. In addition, the community college teachers, librarians and counsellors received improvements in health and welfare benefits which paralleled or slightly exceeded those granted the support unit. The faculty unit also negotiated a new technological change clause and significant revisions to job security provisions, giving greater importance to seniority in layoff and transfer situations. A contentious management proposal to introduce a short-term disability plan for new employees and the disputed workload issue were referred to a newly-formed joint relations committee.

The remaining 15 agreements, finalized between February and September, affected a total of about 7,800 support staff, teaching assistants and faculty members at several universities, the Ontario Institute for Studies in Education and Ryerson Polytechnical Institute. Seven of the contracts were settled in direct bargaining, six were solved either at the conciliation, post-conciliation or mediation stages and the remaining two were decided through voluntary arbitration. Ten of the settlements were of one-year duration, with five of them revising the existing contracts as a result of reopener clauses; the remainder covered either three-years (3) or two-years (2).

Negotiated wage and salary increases for the 1980-81 contract year were in the 9 to 16 per cent range, with the majority of agreements providing increases of between 10 to 13 per cent. One of the two-year pacts, covering 400 service and maintenance employees at the University of Waterloo, included a wage reopener for 1982, while a three-year agreement, affecting 850 professors and librarians at the University of Ottawa, called for 1982 and 1983 salary increases equal to the average annual rate of inflation minus one per cent [For more details see pp. 404 and 469 of the June and July 1981 issues of this report, respectively].

Of the four bargaining situations in progress at the end of September, three were settled in mediation during the following two months. These disputes involved various locals of the Canadian Union of Education Workers acting on behalf of its members employed at McMaster University in Hamilton, University of Toronto and York University. The 1,300 teaching and research assistants at McMaster, initially seeking an annual salary increase of 12.5 per cent, eventually approved the management's final offer of a 10 per cent increase (without any benefit or job security improvements) in a one-year contract ending on August 31, 1982. The 2,000 University of Toronto graduate assistants accepted a two-year agreement running through August 31, 1983. It provided salary increases of 12.5 and 11.0 per cent respectively in each of the successive years and a number of revisions of the contract wording. Finally, the 760 teaching assistants and part-time teachers at York University, who staged a one-week strike to support their request for higher wages and better working conditions, ratified in early November a settlement which included a salary increase of 14 per cent over one year. The settlement also satisfied some of the union concerns over job security and smaller classes.

At the end of October, direct negotiations continued on a contract renewal for 700 teaching assistants and part-time lecturers at Carleton University in Ottawa, working under a contract which expired last August.

Index to Settlements Reported, September 1981

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BCL Canada Inc., Cornwall	Clothing and Textile Workers (AFL-CIO/CLC)	572
B.D.C. Ltd., Intercity	Teamsters (Ind.)	580
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC) (plant empls.)	568
Canada Packers Inc., Beardmore Div., Halton Hills	Food and Commercial Workers (AFL-CIO/CLC)	564
Canadian Broadcasting Corp., Canada- wide	Broadcast Employees (CLC)	583
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence	Seafarers (AFL-CIO/CLC)	578
Coca-Cola Ltd., Hamilton, Kitchener, London, Ottawa, Peterborough, Toronto and Windsor	Brewery Workers (CLC) (production office and sales empls.)	563
Crown Cork and Seal Co. Ltd., Concord	Steelworkers (AFL-CIO/CLC)	569
Dashwood Industries Ltd., Centralia	Carpenters (AFL-CIO/CLC)	566
Decor Metal Products, Midland and Penetanguishene	Clothing and Textile Workers (AFL-CIO/CLC)	565
Denison Mines Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC) (pro- duction and maintenance empls. and office empls.)	573
The Electrical Power Systems Construc- tion Assn., province-wide	Electrical Workers (IBEW) (AFL- CIO/CLC) (Transmission Systems Construction in the Electrical Power Systems Sector)	608
The Electrical Power Systems Construc- tion Assn., province-wide	IBEW Electrical Power Systems Construction Council of Ontario (Generation Projects Construction in the Electrical Power Systems Sector)	610
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	584
GSW Inc., Fergus, Hamilton, London and Stoney Creek	Steelworkers (AFL-CIO/CLC)	570
Government of Canada (Treasury Board)	Public Service Alliance (CLC) (hospital services group, super- visory and non-supervisory)	605

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Griffith Mine, Pickands Mather & Co., Bruce Lake	Steelworkers (AFL-CIO/CLC)	577
Haldimand Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	584
Huron County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	585
I.T.T. Industries of Canada Ltd. Com- munications - Controls and Instru- ments Div., Guelph	Steelworkers (AFL-CIO/CLC)	572
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	585
Kitchener City Corp., Transit Div., Dept. of Supply and Services	Railway, Transport and General Workers (CLC)	581
Lakehead Terminal Elevators Assn. (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heim- becker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd.), Thunder Bay	Railway Clerks (AFL-CIO/CLC)	582
Lanark County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	586
Lee Canada Inc., North Bay	Clothing and Textile Workers (AFL-CIO/CLC)	566
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	587
Metropolitan Toronto Board of Com- missioners of Police	Police Assn. (Ind.) (Unit A, Cler- ical; Unit B, Garage and Unit C, Parking Control Officers, Cadets and Matrons)	606
Metropolitan Toronto Library Board	CUPE (CLC) (librarians, library assistants, office and clerical empls. and maintenance workers)	600
Nipissing District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	588

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Norfolk Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	589
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employees (NUPGE) (CLC) (academic staff, librarians and counsellors)	595
Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide	OPSEU (NUPGE) (CLC) (support staff empls.)	597
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	590
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	591
Rio Algom Ltd., Algoma District	Steelworkers (AFL-CIO/CLC) (pro- duction, maintenance and office empls.)	576
St. Mary's of the Lake Hospital, Kingston	Employees' Assn. (Ind.)	604
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	591
The Textile Rental Institute of Ontario, Centennial Hospital Linen Services and Booth Ave. Laundry Inc., Toronto and London Hospital Linen Service	Laundry Workers (CLC)	611
Toronto Public Library Board	CUPE (CLC) (full-time and part- time empls.)	603
University of Guelph	CUPE (CLC) (trades, services and maintenance empls.)	598
University of Windsor	Faculty Assn. (Ind.)	599
Wabco Equipment of Canada, Paris	Auto Workers (AFL-CIO/CLC)	570
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	592
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York University, Toronto	Staff Assn. (CCU) (secretarial, clerical and technical empls.)	599

FOOD AND BEVERAGE

Coca-Cola Ltd. at Toronto, Ottawa, Hamilton, London, Windsor, Kitchener and Peterborough - Various locals, Brewery Workers (CLC) (975 production and sales employees, and 45 office employees): 7 production and sales renewal agreements and 6 office renewal agreements effective from October 5, 1981 to July 24, 1983, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
	Increases*		
	Inside Plant Employees	\$1.16-\$1.30	\$1.00-\$1.14
	Outside Sales Employees	\$1.16-\$1.22; \$52 per week for Wage Bracket 3	\$1.00-\$1.06; \$45 per week for Wage Bracket 3
	Office Employees	#23-\$40 per week	\$20-\$35 per week

*Increases include COLA fold-in of 15¢ per hour.

Inside Plant

Wage Bracket 1 (General Help)	\$9.95 (\$8.79)	\$10.95
Wage Bracket 8 (new) (Journeyman Electrician - previously Wage Bracket 7)	\$12.50	\$13.65

Outside Sales

Wage Bracket 1 (Assistant Delivery Salesman)	\$10.00 (\$8.84)	\$11.00
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Above rates are job rates. Probationary period and first 3 months following probation pay less.

Weekly Rates

Office

Wage Bracket 1 (Junior Clerk)	\$202-\$229 (\$179-\$203)	\$222-\$252
Wage Bracket 3 (Senior Clerk)	\$294-\$350 (\$260-\$310)	\$323-\$385

Cost of Living Allowance: 1¢ per 0.33 point increase in the Consumer Price Index - 1971=100, using July 1981 as the base in the first year. Triggers at 12% (9.5%). Capped at 15% (11.5%). Second year base - July, 1982. Triggers at 10%. Capped at 13%. Once triggered, calculations are monthly. Allowances generated to be treated as add-ons.

Hours of Work: Office employees - 37 1/2 per week; others - 40 per week (unchanged).

Paid Holidays:	11 days (unchanged).
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).
Pregnancy Leave:	Up to 4 (3) months before and 4 (3) months after delivery. Additional 2 months after delivery may be granted for medical reasons.
Sick Leave:	Unused credit at the end of each contract year paid to employee at the rate of 6 days per year at 66 2/3% of employee's regular salary (unchanged). If employee has at least 5 unused days, he may elect 5 days paid leave at his regular rate of pay (unchanged) or a cash payment for the 5 or 6 unused days at his regular rate (new). (Previously, payment for the sixth day was at 66 2/3%.)
Health and Welfare:	OHIP - Employer continues to pay 100% of premium including recent July 1981 increases. Weekly Indemnity - Varies by income level. Effective January 1, 1982, \$250 (\$195) maximum. Effective January 1, 1983, \$290. Dental Plan - Effective January 1, 1982, \$1,500 (\$500) lifetime maximum for orthodontics.
Training for Temporary Promotion (new):	At the employer's discretion, training opportunities may be made available to employees who are likely to be candidates for temporary promotions.

LEATHER

Canada Packers Inc., Beardmore Division at Halton Hills (Acton) - Local 0479P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 18, 1981 to July 17, 1983, covering 360 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 18/81</u>	<u>July 18/82</u>
General Increases		75¢	70¢
Job Class Increment			.05¢
Category 6 (includes Dry Floor Labour)		\$7.17 (\$6.42)	\$7.90
Category 26 (includes Class B Electrician)		\$8.27 (\$7.52)	\$9.10
Shift Premium:	0-25¢-30¢ (0-18¢-22¢).		
Paid Vacation:	6 weeks (new) after 30 years' service. Effective in the second year, 6 weeks after 28 years.		

Health and Welfare:	<p><u>Life Insurance</u> - Effective July 18, 1982, \$10,000 (\$7,000) coverage.</p> <p><u>Weekly Indemnity</u> - Benefits increase to \$170 (\$145) per week. Effective July 18, 1982, \$180 per week.</p> <p><u>OHIP</u> - Employer pays 100% of current premium costs (unchanged), providing benefits of \$23 per month single coverage and \$46 per month married, plus an additional \$3 (\$2) per month single and \$6 (\$4) per month should the premiums charged be increased.</p> <p><u>Vision Care (new)</u> - Maximum claim for eyeglasses is \$60 every two years for employees and dependants.</p> <p><u>Dental Plan</u> - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.</p>
Safety Shoe Allowance:	\$20 (\$18) per pair per year.

TEXTILE

Decor Metal Products at Midland and Penetanguishene - Local 1698, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 16, 1981 to September 15, 1984, covering 366 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 16/81	Sept. 13/82	Sept. 19/83
General Increases		45¢	25¢	20¢
COLA Fold-in		98¢		
General Labour		\$6.78 (\$5.35)	\$7.03	\$7.23
Production Mechanic		\$7.73 (\$6.30)	\$7.98	\$8.18

Cost of Living Allowance: Effective in April 1982, 1¢ for each 0.45 (0.5) point rise in the Consumer Price Index - 1971=100. To be adjusted and paid semi-annually. (Basic formula is unchanged.)

Paid Holidays: As a result of the Christmas shutdowns, there is a total of 14 (15) holidays in the first year, 13 in the second year and 12 in the third year.

Paid Vacation: Eligible employees receive 2 weeks after 1 (2) years' service. Effective in 1982, 5 weeks at 10% (new) after 25 years. Effective in 1983, 5 weeks after 24 years. Effective in 1984, 5 weeks after 23 years.

Health and Welfare: Life Insurance for Retirees (new) - Effective the month following termination, \$1,000 coverage for an employee with 10 years' service who retires at age 65 or becomes permanently and totally disabled between the ages of 60 and 65 and is eligible for a disability benefit payable under the Canada Pension Plan.

Weekly Indemnity - Effective October 1, 1981, benefit increases to \$100 (\$90) per week. Effective October 1, 1982, \$110 per week. Effective October 1, 1983, \$120 per week.

Meal Allowance: \$2.50 (\$2.00) after 2 hours unscheduled overtime.

CLOTHING

Lee Canada Inc., formerly H.D. Lee Company of Canada Limited at North Bay - Local 1167, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 11, 1981 to June 10, 1983, covering 240 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>June 11/81</u>	<u>June 11/82</u>
	Increases	60¢ for Classifications 6.4, 6.5 and 6.6; 45¢ for all others	60¢ for Classifications 6.4, 6.5 and 6.6; 45¢ for all others

Piece Work Rates

Class A	\$4.50 (\$4.05)	\$4.95
Class E	\$4.70 (\$4.25)	\$5.15

Shift Premium (new): 25¢ per hour for employees in the cutting room working on a second shift.

Paid Vacation: 3 weeks at 6% (new) after 5 years' service.

Health and Welfare: Dental Plan - Effective October 1, 1981, payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

Safety Shoe Allowance (new): Employer contributes 2/3 of boot cost to a maximum of \$30 per year.

WOOD

Dashwood Industries Limited at Centralia - Local 3054, Carpenters (AFL-CIO/CLC): A 37-month early termination agreement* effective from October 5, 1981 to November 15, 1984, covering 303 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

*Previous agreement was scheduled to expire November 15, 1981.

Wages:	Effective	<u>Oct. 5/81</u>	<u>Nov. 16/81</u>
	Increases	10¢	\$2.95 for Skilled Trades; \$1.10 for all others
	Additional Adjustments	Some restructuring of the wage schedule	

	<u>Oct. 5/81</u>	<u>Nov. 16/81</u>
Group 4 (includes Labourer)	\$7.05 (\$6.95)	\$8.15
Trades Group (includes Electrician- Licensed)	\$8.05 (\$7.95)	\$11.00
	<u>Nov. 16/82</u>	<u>Nov. 16/83</u>
Effective		
Increases	\$1.10	\$1.10
Group 4 (includes Labourer)	\$9.25	\$10.35
Trades Group (includes Electrician- Licensed)	\$12.10	\$13.20

Previous rates reflect a COLA fold-in.

Cost of Living
Provision:

Deleted.

Lead Hand
Premium:

40¢ (30¢) per hour.

Seniority
Premium:

25¢ per hour after 15 years' seniority, and 30¢ per hour after 20 years (new).

Training
Premium (new):

40¢ per hour for Service Truck Driver when training probationary employees.

Paid Holidays:

1 day is added during Christmas or New Years period for a total of 11 days. Effective in 1983, Easter Monday is added.

Paid Vacation:

3 weeks after 5 (8) years' service, 4 weeks at 9% (8%) after 10 (12) years and 5 weeks after 15 (22) years.

Health and
Welfare:

Weekly Indemnity - Payable up to a maximum of 15 (11) weeks. Maximum benefit is indexed to the UIC current maximum (\$163) per week.

Major Medical - Deductibles are removed. Maximum claim for eyeglasses increases to \$35 (\$30) per 24-month period. Hearing aids are now included in the plan.

Dental Plan (new) - Employer pays 100% of premium costs for routine treatment and 50% for major restorative treatment. Deductibles are \$10 single/\$20 family.

Meal Allowances:

Effective November 16, 1981, \$4 (\$2.50) for breakfast, \$4 (\$3.50) for lunch, and \$8 (\$6) for dinner, for employees away from company's premises for more than one day. Dinner allowance is payable after 10 hours away from company premises, plus an additional \$8 after 16 (18) hours. Effective November 16, 1982, \$4.50, \$4.50 and \$9, respectively. Effective November 16, 1983, \$5, \$5 and \$10, respectively.

Safety Shoe Allowance: Employer pays a maximum of \$30 (\$20) towards the cost of 1 pair per year. Effective November 15, 1982, \$35. Effective November 15, 1983, \$40.

METAL FABRICATING

Babcock & Wilcox Canada Ltd. at Cambridge - Local 2859, Steelworkers (AFL-CIO/CLC)
(895 plant employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	General Increases	75¢	80¢
	Job Class Increments	19¢ (15¢)	22¢
	Job Class 1 (Sweeper)	\$7.75 (\$7.00)	\$8.55
	Job Class 14 (Electrician, Millwright, Mnte. Welder, etc.	\$10.22 (\$8.95)	\$11.41
	Job Class 18 (Electronic Repair Man)	\$10.98 (\$9.55)	\$12.29
Hours of Work:	40 per week (unchanged).		
Shift Premium:	0-55¢-55¢ (0-50¢-50¢). Effective September 1, 1982, 0-60¢-60¢.		
Outside Assignment Premium:	\$2 (35¢) per hour when temporarily assigned to service or repair jobs at customer plants.		
Paid Holidays:	12 days (unchanged).		
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).		
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$12,000 (\$10,000) coverage with double indemnity. Effective September 1, 1982, \$13,000.		
	<u>Dental Plan</u> - Coverage for dentures is added. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective September 1, 1982, the 1982 ODA fee schedule.		
	<u>Long Term Disability</u> - \$150 (\$130) per week, less any applicable offsets, to age 65 or recovery.		
Pension Plan:	<u>Basic Benefit</u> - \$12 (\$11) per month per year of service. Effective September 1, 1982, \$13.		
	<u>Early Retirement</u> - No actuarial reduction for those with 30 years of service and age 60 (62).		
Safety Shoe Allowance:	\$40 (\$30) per year.		

Crown Cork and Seal Company Limited at Concord - Local 8670, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from July 1, 1981 to June 30, 1984, covering 240 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>	<u>July 1/83</u>
General Increases		25¢	20¢	15¢
Job Class Increments			13.6¢ (11.6¢)	14.1¢
Job Class 4 (includes Wrapper)		\$10.612 (\$10.362)	\$10.852	\$11.012
Job Class 23 (Machine Parts Inspector)		\$12.816 (\$12.566)	\$13.436	\$13.691

Previous rates reflect COLA fold-ins made during the term of the 1977-81 contract.

Cost of Living Allowance: 1¢ per hour per 0.3 change in the U.S. Consumer Price Index - 1967=100, using the base Index 181.8, adjusted downwards by .1 to 181.7. Adjusted quarterly and folded into wage rates. (Basic formula is unchanged.)

Grievance Award: Minimum of 4 (1) hours' pay for the employee who would have performed the work, if it is determined that there has been a violation of the grievance procedure by management or supervisory personnel.

Maternity Leave: Effective September 27, 1981, an employee unable to return to work at the end of leave due to a maternity related disability may be eligible for weekly indemnity benefits (new).

Health and Welfare: Weekly Indemnity - Benefits range from \$194-\$246 (\$176-\$224) per week, based on classification. Effective July 1, 1982, \$212-\$268. Effective July 1, 1983, \$235-\$295. Benefits will not be less than those paid by the UIC.

Dental Plan - Maximum benefit increases to \$833 (\$750) per calendar year. Effective July 1, 1982, \$1,000. Effective July 1, 1981, lifetime maximum benefit for orthodontic expense to dependent children under 19 years of age increases to \$650 (\$500).

Pension Plan: Basic Benefit - \$15.50-\$19.50 (\$13.50-\$17.50) per month per year of service. Effective July 1, 1982, \$16.50-\$20.50. Effective July 1, 1983, \$17.50-\$21.50.

Safety Shoe Allowance: Effective September 27, 1981, employer contributes a maximum of \$14 (\$12) towards the cost for the first pair, and \$8 (\$6) for the second pair.

MACHINERY

Wabco Equipment of Canada at Paris - Local 1032, Auto Workers (AFL-CIO/CLC): A
36-month renewal agreement effective from August 1 1981 to July 31, 1984, covering 200 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Aug. 2/81	Aug. 1/82	July 31/83
COLA Fold-in		\$1.99		
General Increase		35¢	30¢	30¢
Skilled Trades Adjustments		4¢-6¢	4¢-6¢	4¢-6¢
Labourer		\$9.84 (\$7.50)	\$10.14	\$10.44
Master Mechanic		\$10.88 (\$8.48)	\$11.24	\$11.60

Cost of Living Allowance: 1¢ per 0.3 change in the Consumer Price Index - 1971=100 using July as the base month. Calculated quarterly, with the first payment effective August 15, 1981 as a float of 26¢. Final 10 quarterly payments to be reduced by 1¢ per hour; 10¢ collected to be diverted to cost of benefit improvements. (Basic formula is unchanged.)

Paid Vacation: 4 weeks after 14 (15) years' service. Effective August 1, 1982, 4 weeks after 13 years. Effective August 1, 1983, 4 weeks after 12 years.

Health and Welfare: Life Insurance and A.D. & D. - \$12,500 (\$11,500) coverage. Effective August 1, 1982, \$14,000. Effective August 1, 1983, \$15,000.

Long Term Disability - \$375 (\$300) per month. Effective August 1, 1982, \$400 per month. Effective August 1, 1983, \$425 per month.

Vision Care (new) - Effective November 1, 1981, employer pays 100% of premium costs. Deductible is \$7.50 per claim of 1 pair of eye glasses every 24-month period.

Dental Plan - Green Shield Plan #14 is implemented. (Previously, Blue Cross #7 with rider 2).

Pension Plan: Basic Benefit - Effective August 1, 1982, \$10 (\$9) per month per year of service. Effective August 1, 1983, \$12.

ELECTRICAL PRODUCTS

GSW Inc., at Fergus, London and Stoney Creek and Knight Industries at Hamilton - Various locals, Steelworkers (AFL-CIO/CLC) (office and plant employees): Six 36-month renewal agreements effective from August 1, 1981 to July 31, 1984, covering 542 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/81</u>	<u>Aug. 1/82</u>	<u>Aug. 1/83</u>
General Increases		70¢	65¢	61¢
COLA Fold-in		58¢		
Skilled Trades Adjustments		75¢	35¢	35¢
Additional Adjustments	25¢ for highway driver; 1/2¢ inequity payments where appropriate			

Fergus

Labourer	\$7.99 (\$6.71)	\$8.64	\$9.25
Tool & Die Maker	\$10.69 (\$8.64)	\$11.69	\$12.65

Weekly Rates

File Clerk	\$277.73 (\$227.25)	\$302.92	\$326.56
Designer	\$367.73 (\$317.25)	\$392.92	\$416.56

Cost of Living Allowance: 1¢ per 0.35 change in the Consumer Price Index - 1971=100, (unchanged) using July as the base index month, each year. Triggers at a 14(7)-point increase in years one and two. Effective August 1, 1983, 1¢ per 0.3 change in the CPI. Triggers at 12-points.

Shift Premium: Effective August 1, 1982, 0-40¢-40¢ for all locations. (Previously, varied between locations.)

Paid Holidays: Effective August 1, 1983, Heritage Day is added for a total of 14 days.

Paid Vacation: Effective August 1, 1982, 4 weeks after 11 (12) years' service. Effective August 1, 1983, 4 weeks after 10 years.

Vacation Bonus: \$30 (\$15) per week. Effective August 1, 1982, \$45. Effective August 1, 1983, \$60.

Bereavement Leave: 5 (3) days' paid leave for spouse and child.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage. Effective August 1, 1982, \$14,000. Effective August 1, 1983, \$15,000.

Weekly Indemnity - Benefit increases to \$210 per week. (Previously, 66 2/3% of regular earnings, to the UIC maximum, payable on a 1-4-26 basis.) Effective August 1, 1982, \$220 per week, payable on a 1-4-39 basis. Effective August 1, 1983, \$230 per week.

Vision Care and Hearing Care Plans (new) - Effective August 1, 1982, employer pays 100% of premium costs.

Dental Plan - Payments are based on the 1981 (1976) Ontario Dental Association fee schedule. Effective August 1, 1982, Rider #2 is added. Effective August 1, 1983, Rider #3 is added.

Pension Plan: Contributory Plan - Employee contributes \$2.10 per week (previously varied at different locations). Workers at London and Hamilton receive a one-time pension equalization payment of 10¢ per hour in lieu of reduced contributions (previously contributed \$2.10 per week). Benefit is \$12 (\$8) per month per year of future service at Hamilton and London, money purchase plans at other locations.

Safety Shoe Allowance: \$40 (\$20) annually.

CHEMICAL AND CHEMICAL PRODUCTS

BCL Canada Inc. (formerly, TCF of Canada Limited) at Cornwall - Local 1332, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1981 to June 30, 1982, covering 265 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 28/81</u>
	General Increase	\$1
	Sorter/Wrapper	\$8.45 (\$7.45)
	Electrician	\$9.89 (\$8.89)

Health and Welfare: Life Insurance - \$4,500 (\$4,000) coverage for employees with less than 3 years' service. \$10,000 (\$9,000) for other employees.

Pension Plan: Basic Benefit - \$6.25 (\$5.50) per month per year of service.

MISCELLANEOUS MANUFACTURING

I.T.T. Industries of Canada Limited Communications - Controls and Instruments Division at Guelph - Local 6340, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 23, 1981 to September 22, 1983, with wages retroactive to May 2, 1981, covering 205 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 2/81</u>	<u>Sept. 23/82</u>
	General Increases	13%, minimum 80¢ per hour*	10%
	Skilled Trades Adjustments	50¢ for Grades 7-10; 25¢ for Grade 6	

	<u>May 2/81</u>	<u>Sept. 23/82</u>
Additional Adjustments	Some classification adjustments	
Grade 3 (includes Labourer)	\$6.19-\$6.35 (\$5.39-\$5.55)	\$6.81-\$6.99
Grade 10 (includes Toolmaker)	\$9.19-\$9.41 (\$7.69-\$8.08)	\$10.11-\$10.35

Probationary period is 45 working days. Maximum rates are reached after three 2-month increases.

The following provisions are effective May 2, 1981, unless otherwise noted:

Retroactive Pay:	\$134 per employee, in lieu of respective percent or minimum.*
Shift Premium:	Effective September 23, 1982, 0-25¢-30¢ (0-20¢-25¢).
Group Leader Premium:	Minimum 25¢ (10¢) per hour.
Paid Holidays:	Effective in 1982, 1 additional day during Christmas shutdown is added for a total of 12 days.
Health and Welfare:	<u>Life Insurance and A.D. and D.</u> - \$9,000-\$11,000 (\$8,000-\$10,000) coverage, depending on labour grade. Effective September 23, 1982, \$10,000-\$12,000.
	<u>Dental Plan</u> - Payments are based on the 1981 (1976) Ontario Dental Association fee schedule.
Pension Plan:	<u>Future Service Benefit</u> - Effective January 1, 1982, benefit increases to \$6 (\$5) per month per year of service. Effective September 23, 1982, \$7.
Safety Shoe Allowance:	\$15 (\$3) per year.

MINES

Denison Mines Ltd. at Elliot Lake - Locals 5762 and 5815, Steelworkers (AFL-CIO/CLC)
(1,675 production and maintenance employees and 125 office employees): Two 36-month renewal agreements effective from September 2, 1981 to September 1, 1984, settled during a work stoppage. Duration of negotiations - 5 months.

Production/maintenance settlement reported below. For the most part, changes including wage increases, insurance benefits and pension are similar for the office settlement.

Wages:	Effective	<u>Sept. 2/81</u>	<u>Sept. 2/82</u>	<u>Sept. 2/83</u>
COLA Fold-in		\$1.02		
General Increases		\$1.05	15¢	15¢

	<u>Sept. 2/81</u>	<u>Sept. 2/82</u>	<u>Sept. 2/83</u>
COLA Advances	50¢	25¢	25¢
Job Class Increments	16¢ (14¢)	18¢	19¢
Adjustment	Fully qualified journeymen paid 2 (3) job classes higher than C.W.S. classification level		
Surface Labourer (Job Class 2)	\$11.45 (\$8.86)	\$11.87	\$12.28
Stoop Miner (Job Class 12)	\$13.05 (\$10.26)	\$13.67	\$14.18
Journeyman Electrician (Paid at Job Class 20; previously 19)	\$14.33 (\$11.24)	\$15.11	\$15.70

Previous rates reflect COLA fold-ins of 47¢ and 73¢ made October 2, 1979 and October 2, 1980. The rates also reflect adjustments resulting from the introduction of a Cooperative Wage Study (C.W.S.) system January 2, 1980. The new wage structure ranging from Job Class 2 to Job Class 19 with leaders and instructors paid 2 and 4 job classes respectively higher than 19 produced an average increase of 23¢ per hour per classification.

Cost of Living Allowance:	1¢ per 0.35 point increase in the Consumer Price Index - 1961=100, calculated quarterly beginning October 1981 for the period July 1981 to September 1981. Allowances generated to be subjected to reductions to compensate for COLA advances. Reductions to amount to: 2 of 12¢; 2 of 13¢; 6 of 6¢ and 2 of 7¢ over term of agreement. (Previous formula had no advances and no reductions.)
Hours of Work:	40 per week (unchanged).
Shift Premium:	0-25¢-30¢ (0-20¢-25¢).
Sunday Premium:	\$1.35 (\$1.25) per hour for regularly scheduled work.
Paid Holidays:	12 (11) days.
Paid Vacation:	Effective June 1, 1982, 3 weeks after 3 (5) years' service and 4 weeks after 9 (10) years. Also, 2 weeks after 1 year, 5 weeks after 15 years and 6 weeks after 20 years (unchanged).
Vacation Bonus:	Effective June 1, 1982, \$100 (\$60) per week of vacation.
Bereavement Leave:	If a bereavement occurs during vacation, a maximum of 3 days may be added to vacation time (new).
Maternity Leave:	When capable, employee to return to former or equivalent position if work is available, now applies even if the employee is medically required to commence pregnancy leave in advance of

statute time frame. Benefit coverage, except Weekly Indemnity and Long Term Disability apply during period of leave (new).

Life Insurance - \$18,000 (\$16,000) coverage.

Life Insurance for Future Pensioners - \$5,000 (\$4,000) coverage.

A.D. & D. - \$18,000 (\$8,000) accidental death coverage.
Dismemberment coverage of \$9,000 (\$4,000).

Weekly Indemnity - \$235 (\$205). Effective September 2, 1982, \$250. Effective September 2, 1983, \$275. Payable a 1-1-4-52 basis (unchanged).

Long Term Disability - \$500 (\$450) per month. Effective September 2, 1982, \$550. Effective September 2, 1983, \$600.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Vision Care - \$75 (\$50) for basic lenses and frames. \$90 (\$65) for non-medically required contacts. \$225 (\$200) for medically required contacts. Amounts are for each 24-month period and applies to every family member (unchanged).

Medical Examinations - 2 hours pay for required medical examinations. (Previously, only applied for taking x-rays required to renew Miner's Certificate.)

Pension Plan: Basic and Supplemental Benefits - \$17 (\$12) per month per year of service. 30 years maximum credit for supplemental benefit (unchanged). Eligible service with predecessor companies will be credited at \$12 (\$7) per month per year of service.

Early Retirement - Unreduced pension at age 62 with 20 years' service. Early retirement at age 55 with 20 years service subject to actuarial reductions, every year before age 62 (65).

Overtime Meal Allowance (new): Hot meal provided after 2 and 5 hours overtime (unchanged). In lieu of each hot meal, \$6 allowance (new).

Safety Apparel Allowance (new): \$2 per week in which an employee has received earnings. Company continues to supply items it has traditionally supplied.

Union Leaves: President - 5 days per week (unchanged) at Job Class 25 plus COLA. (Previously, paid at own level and no COLA.)

Co-Chairman, Environmental-Safety-Health Committee - 5 (2) days per week at Job Class 21 plus COLA. (Previously paid at own level and no COLA.)

Others - Casual leave for union business and paid time off to attend grievance or committee meetings also extended.

Chairman, Grievance Committee - 1 day per week at regular rate plus COLA (new).

Financial Secretary - 1 day per week at regular rate plus COLA (new).

Environment-Safety-Health: 5 or 6 Union appointed, company trained full-time inspectors to be paid Job Class 25 and utilized as safety-health inspectors. Will have total free access and shut-down authority. (Union representatives previously played an occasional and minor role in the area of E-S-II inspection.)

Right to Refuse Work Due to Perceived Danger - Ontario statutes to be observed as standard until Federal legislation of equal or better standards in place (new).

Union Education Fund: Employer contributes \$15,000 (\$10,000) per year.

Trade Certificate Premium: \$10 per week (previously, every 2 weeks) for all Certificates of Qualification and for those requiring a Ministry of Labour Certificate.

Rio Algom Ltd. in the District of Algoma - Locals 5417 and 5980, Steelworkers (AFL-CIO/CLC) (2,400 production and maintenance and office employees):
Two 36-month renewal agreements effective from September 2, 1981 to September 1, 1984, settled during a work stoppage. Duration of negotiations - 4 months.

Monthly Rates

	<u>Sept. 2/81</u>	<u>Sept. 2/82</u>	<u>Sept. 2/83</u>
Typist	\$1,892	\$1,962	\$2,031
Keypunch Operator	\$2,022	\$2,099	\$2,171
Survey Helper	\$2,215	\$2,315	\$2,400
Computer Operator	\$2,353	\$2,471	\$2,565
Draftsman I	\$2,424	\$2,553	\$2,651
Special Project	\$2,565	\$2,710	\$2,818

Production/Maintenance Agreement - Details of the settlement are the same as reported for Denison Mines and Local 5762 of the Steelworkers except for some minor variations in Union leave provisions.

Office Agreement - Details of the settlement are the same as reported for the production/maintenance agreement above except for the following.

Wages - No C.W.S. system of classification. In lieu of increases to job increments, monthly rates were adjusted by somewhat comparable and varying amounts.

Union Education Fund - Employer contributes \$4,000 (\$2,000) annually.

Griffith Mine, Pickands Mather & Co. at Bruce Lake - Local 7020, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1981 to September 1, 1984, covering 390 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82	Sept. 1/83
General Increases		\$1.00	40¢*	40¢*
COLA Fold-in		\$1.69		
Job Class Increment		14.5¢ (12.5¢)	16.5¢	18.5¢
Classification Adjustments	Auto Mechanic and Maintenance Mechanic upgraded to Job Class 17 (16)			
Job Class 2 (General Labour)		\$10.99 (\$8.28)	\$11.41	\$11.83
Job Class 18 (includes Electrician)		\$13.31 (\$10.28)	\$14.05	\$14.79

*Includes 25¢ advance COLA.

Skilled Service Bonus: 10-cent COLA float from September 1, 1981 is diverted to help fund the bonus and employer contributes 10¢, to make a total of 40¢ (20¢) per hour.

Cost of Living Allowance: 1¢ for each 0.3 rise in the Consumer Price Index - 1971=100, using July 1981 as the base index month. Calculated quarterly. COLA float to be rolled in September 1, 1982 and September 1, 1983. (Basic formula is unchanged. Previously, 20¢ guaranteed COLA in the last two years.)

Shift Premium: Effective September 1, 1982, 0-22¢-31¢ (0-17¢-25¢).

Sunday Premium: 90¢ (85¢) per hour. Effective September 1, 1982, \$1.00.

Call-Out Pay (new): Time and one-half will be paid for all hours worked into the day shift after having completed at least 4 consecutive hours on the night shift, for employees called out during the night.

Overtime Pay: Double time for hours worked beyond 4 hours after completing a regularly scheduled shift, for employees on continuous operations (new).

Paid Holidays: Effective January 1, 1982, Heritage Day is added for a total of 11 days.

Paid Vacation: Effective January 1, 1982, 4 weeks after 9 (10) years' service.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage.

Dependent Life Insurance - Effective September 1, 1982, \$1,500 (\$750) for spouse and children.

Life Insurance for Retirees (new) - Effective September 1, 1983, \$1,000 coverage.

Weekly Indemnity - Benefits increase to \$199 (\$189) per week or the UIC maximum, whichever is greater, payable for 52 weeks. Effective September 1, 1982, \$214 per week or the UIC maximum, whichever is greater. Effective September 1, 1983, \$230 per week or the UIC maximum. Effective January 1, 1984, benefits equal to 66 2/3% of weekly earnings up to the UIC maximum.

Major Medical - Effective January 1, 1982, 90%/10% (80%/20%) co-insurance.

Long Term Disability (new) - Effective January 1, 1982, benefit is \$400 per month for employees with 3 years' service, payable until Disability Pension becomes effective, recovery, age 65 or death. To be reduced by any government offsets.

Dental Plan - Effective January 1, 1982, payments are based on the 1982 (1978) Ontario Dental Association fee schedule. Effective January 1, 1983, the 1983 ODA fee schedule.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service. Effective January 1, 1982, \$12. Effective September 1, 1983, \$15.

Current Retirees - Effective January 1, 1982, benefits increase by \$50 per month.

Disability Pension - Effective January 1, 1982, eligibility is 10 (15) years of continuous service and age 45 requirement is eliminated. Benefit is \$500 (\$250) per month.

Joint and Survivorship Option (new) - Effective September 1, 1982, retirees may elect to receive a reduced monthly pension at 95% of the normal pension. Survivor pension is 55% of the Joint and Survivorship Pension. Payable until death.

Clothing Allowance: \$115 (\$45) per year. Effective September 1, 1982, \$125. Effective September 1, 1983, \$135.

Overtime Meal Allowance: Employee may request a cash voucher in the amount of \$3 in lieu of the second overtime meal during any shift (new).

Tool Allowance: \$40 (\$25) for welders. Effective September 1, 1982, \$50. Effective September 1, 1983, \$55.

\$85 (\$45) for tradesmen/non-welders. Effective September 1, 1982, \$115. Effective September 1, 1983, \$135.

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Seafarers (AFL-CIO/CLC) (2,465 employees): A 36-month renewal agreement effective from June 1, 1981 to May 31, 1984, settled at the conciliation commissioner stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 1/81</u>	<u>June 1/82</u>	<u>June 1/83</u>
General Increases		12.8%	12%, minimum	12%, minimum
Ordinary Seaman		\$5.96 (\$5.28)	\$6.68	\$7.48
Electrician		\$8.16 (\$7.23)	\$9.14	\$10.24
Crane Operator		\$9.18 (\$8.14)	\$10.28	\$11.51
Previous rates reflect a 2.2% COLA fold-in on June 1, 1980.				
Cost of Living Allowance:	Effective June 1, 1982 and June 1, 1983, 1% per 1% rise in the Consumer Price Index (unchanged) during 12-month periods ending May 31, 1982 and May 31, 1983, respectively. Triggers at 12% (7%) per year.			
Hours of Work:	40 per week (unchanged).			
Winter Work Rate:	\$6.65 (\$5.90) per hour. Effective June 1, 1982, \$7.45. Effective June 1, 1983, \$8.05. Unlicensed personnel to be given preference (due consideration) for any winter work.			
Dirty Work Premium:	\$45 (\$40) per clean-out. Effective June 1, 1982, \$50. Effective June 1, 1983, \$56.			
Self Unloader Premium:	Each rating receives \$37 (\$33) per month. Effective June 1, 1982, \$42. Effective June 1, 1983, \$47.			
Longshore Work Premium:	Employees required to perform work usually done by longshoremen are paid a premium of \$10.55 (\$9.35) per hour. Effective June 1, 1982, \$11.80. Effective June 1, 1983, \$13.20.			
Stewards' Department/ Passenger Service Premium:	On vessels carrying persons other than crew members or officials, employers pay \$4.90 (\$4.35) per day per person. Effective June 1, 1982, \$5.50. Effective June 1, 1983, \$6.15. Effective June 1, 1981, if meals are supplied to any such persons while the ship is in port, employers pay \$1.80 (\$1.60) per meal. Effective June 1, 1982, \$2. Effective June 1, 1983, \$2.25. Payments to be distributed equally among Stewards.			
Paid Holidays:	Effective June 1, 1982, 12 (11) days.			
Vacation Pay:	4% for 1st season; 5% after 1 season and 7% after 6 seasons (unchanged).			
Bereavement Leave:	Maximum 5 (4) days' paid leave for death in immediate family.			
Health and Welfare:	Medical (Welfare) Plan - Employers contribute \$2.10 (\$1.65) per job per payroll day. Effective June 1, 1982, \$2.35. Effective June 1, 1983, \$2.63.			
Pension Plan:	Effective June 1, 1983, employers make monthly contribution to SIU fund equal to 6% (5%) of basic wages of each employee covered by the pension agreement.			

Seafarers' Employers contribute \$1.85 (\$1.45) per job per payroll day.
 Training Effective June 1, 1982, \$2.07. Effective June 1, 1983, \$2.32.
 Institute:

Seafarers' Employers contribute 80¢ (65¢) per job per payroll day.
 International Effective June 1, 1982, 89¢. Effective June 1, 1983, 99¢.
 Union Hiring
 Hall Fund:

Meal and Room \$6 (\$5.35) per meal and \$29.35 per night for the room. Effective
 Allowance: June 1, 1982, \$6.75 and \$32.85. Effective June 1, 1983, \$7.50
 and \$6.80. Payable when room and board not provided by company.

Transportation Employee rejoining a ship at fit-out is paid reasonable
 Costs: transportation costs upon rendering receipts. (Previously, 19¢
 per land mile, minimum \$5, maximum \$175.)

Whites Allowance: \$46 (\$41) per season. Effective June 1, 1982, \$52. Effective
 June 1, 1983, \$58. Payable to Chief Cook or Second Cook upon
 completion of a full season with same employer.

Safety Measures: Each unlicensed crew member's cabin to be fitted with a smoke
 detector (new).

B.D.C. Ltd., Intercity - Various locals, Teamsters (Ind.): A 24-month renewal agree-
 ment effective from September 1, 1981 to August 31, 1983, cover-
 ing 458 employees, settled at the conciliation officer stage.
 Duration of negotiations - 3 months.

Wages:	Effective	Aug. 31/81	Dec. 7/81	May 3/82
Increases	\$1.20 for Mechanics; \$1.00 for all other full-time empls., except hiring and 6-mos. rate for Courier Driver and Regular Warehousemen		25¢	25¢
Courier Driver	\$7.85-\$8.65 (\$7.05-\$7.65)		\$8.10-\$8.90	\$8.35-\$9.15
Mechanic	\$10.50 (\$9.30)		\$10.75	\$11.00
Effective	Aug. 30/82	Jan. 3/83	May 2/83	
Increases	\$1.20 for Mechanics; \$1.00 for all other full-time empls.	25¢		25¢
Courier Driver	\$9.35-\$10.15	\$9.60-\$10.40		\$9.85-\$10.65
Mechanic	\$12.20	\$12.45		\$12.70

Probationary period is 30 calendar days. Maximum rate for
 Courier Driver is reached after two 6-month increases.

Cost of Living Allowance:	6¢ per 1% rise in the Consumer Price Index - 1971=100, using August 1981 as the base index month in the first year and August 1982, in the second year. Triggers at 8%. Payable as a lump sum in October 1983. (Basic formula is unchanged.)
Vacation Pay:	8% after 10 (12) years' service and 10% after 15 (20) years.
Bereavement Leave:	3 days (previously up to 3 days) to attend the funeral or memorial service of a member of the immediate family, including common-law spouse (new).
Health and Welfare:	<u>Long Term Disability (new)</u> - Effective September 1982, employer pays 100% of premium costs for a plan which is effective at 26 weeks with benefits of 60% of salary up to age 65.
Pension Fund (new):	Effective September 1982, employer contributes \$20 per month per employee for those who work 5 days in the month.
Uniform Credit Allowance:	\$195 (\$180). Effective September 1982, \$200.
Licence Renewal (new):	Employer pays 100% of the cost of cartage licences, after 1 year's service.
Bonding (new):	Employer pays the standard premium involved, where required. Any excess premium to be paid by the employee.
Notice of Layoff:	10 (5) days or pay in lieu thereof.

Kitchener City Corporation, Transit Division, Department of Supply and Services -
Local 304, Railway, Transport and General Workers (CLC): A
 24-month renewal agreement effective from June 1, 1981 to May 31, 1983, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>June 1/81</u>	<u>June 1/82</u>
	General Increases	11%	10.5%
	Bus Operator	\$9.16-\$9.46 (\$8.25-\$8.52)	\$10.12-\$10.45
	Machinist	\$9.78-\$10.18 (\$8.81-\$9.17)	\$10.81-\$11.25

Probationary period is 4 months for Bus Operator and 6 months for Machinist. Maximum rate for Bus Operator is reached after 12 months and, for Machinist, after 6 months.

Hours of Work:	40 hours over 5 days for Spare-Board Operators (previously 7 hours per day over 6 days).
Shift Premium:	0-40¢-45¢ (0-35¢-40¢).
Paid Vacation:	Effective in 1982, 6 weeks (new) after 27 years.
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of premium costs.

STORAGE

Lakehead Terminal Elevators Association (Cargill Grain Co. Ltd., Manitoba Pool Elevators, Parrish and Heimbecker Ltd., Richardson Terminals Ltd., Saskatchewan Wheat Pool, United Grain Growers Ltd. at Thunder Bay - Local 650, Railway Clerks (AFL-CIO/CLC) (1,600 hourly paid employees): A 24-month renewal agreement effective from February 1, 1981 to January 31, 1983, settled with mediation assistance during a work stoppage. Duration of negotiations - 11 months.

Wages:	Effective	Feb. 1/81	Feb. 1/82
	Increases	\$1.50	\$1.20
	Additional Adjustments*		
	Labour (Unit G)	\$11.64 (\$10.14)	\$12.84
	Dryer Man (Unit E)	\$12.14 (\$10.59)	\$13.34
	Electronic Technician (Unit B)	\$12.89 (\$11.09)	\$14.09

*Differentials to be between - Unit A and Unit B, 45¢ (20¢); Unit B and Unit C, 35¢ (15¢); Unit C and Unit D, 20¢ (no change); Unit D and Unit E, 20¢ (15¢); Unit E and Unit F, 35¢ (no change); Unit F and Unit G, 15¢ (10¢).

Cost of Living Allowance: Effective in 1982 and 1983, 5¢ per point and fraction thereof increase in the Consumer Price Index - 1971=100, above the November 1981 index. Triggers at 10%. Payments will be made the first of the month following publication of that month's index. The last index to be used is that applicable to November 1982. (Previously, 4.836¢ for each point and fraction thereof increase in the CPI - 1971=100, above 213.9. Adjusted and payable quarterly.)

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-50¢-50¢ (0-35¢-35¢).

Paid Holidays: 12 days (unchanged).

Paid Vacation: 6 weeks after 25 (26) years' service and 7 weeks (new) after 30 years. Also, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 16 years (unchanged). Effective in 1982, 6 weeks after 24 years.

Health and Welfare: All Plans - Effective September 13, 1981, 85% (80%) employer paid.

Life Insurance - Minimum of \$35,000 (\$20,000) coverage.

Weekly Indemnity - \$260 (\$235) per week.

Long Term Disability (new) - Effective January 1, 1982, for all employees with 10 or more years seniority, benefits will be 75% of monthly salary to a maximum of \$1,500 per month.

Meal Allowance: \$5 for an employee who has worked until 5:00 p.m. on the day shift and who is called back to work at 6:30 p.m., unless the Company has given notice of the required overtime at least the day before (new).

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - Broadcast Employees (CLC) (2,100 employees): A 36-month renewal agreement effective from June 30, 1980 to June 26, 1983, settled during a work stoppage. Duration of negotiations - 19 months.

Wages:	Effective	June 30/80	June 29/81
	Increases	10% plus 3% on top steps of BTG/BSG scale	12%
	Group 1 (includes Technical Stores Assistant) 0-4 years	\$12,170-\$15,653 (\$11,064-\$14,230)	\$13,630-\$17,531
	Group 4 (includes TV Technicians) 0-6 years	\$14,917-\$21,610 (\$13,561-\$19,645)	\$16,707-\$24,203
	Group 8 (includes Quality Control Technician) 0-3 years	\$21,327-\$26,080 (\$19,388-\$23,709)	\$23,886-\$29,210

June 28, 1982

Increases	11.5% plus 2.5% on top step of Group 4 and 1% on top step of Group 5 and Maintenance "A"
Group 1 (includes Technical Stores Assistant) 0-4 years	\$15,197-\$19,547
Group 4 (includes TV Technicians) 0-6 years	\$18,628-\$27,661
Group 8 (includes Quality Control Technician) 0-3 years	\$26,633-\$32,569

Hours of Work: 38.75 per week (unchanged).

Paid Holidays:	11 days (unchanged).
Paid Vacation:	Effective June 28, 1981, 4 weeks after 8 (10) years' service. Also 3 weeks after 1 year and 5 weeks after 20 years (unchanged).
Maternity Leave:	Supplementary unemployment insurance benefit equivalent to 93% of basic weekly salary for first 2 weeks. Supplementary unemployment benefit equal to the difference between UIC benefits and 75% of weekly salary for a maximum period of 15 additional weeks (new). Maximum of 58 (18) weeks leave.
Adoption Leave (new):	Maximum of 58 (18) weeks paid leave.
Travel Allowance:	Transmitter Technicians, using own transportation, to be paid 12¢ per mile per round trip (maximum of 25 miles) if transmitter is not serviced adequately by public transportation (new).
Contracting Out:	Provides for greater protection of Broadcast Employees - NABET as well as job guarantees before additional contractors are engaged.

EDUCATION AND RELATED SERVICES

Frontenac-Lennox and Addington County Roman Catholic Separate School Board - Ontario

English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	10.6%
	Teacher - Category D 0-6 years	\$13,011-\$18,877 (\$11,764-\$17,068)
	Teacher - Category A1 0-11 years	\$16,845-\$28,428 (\$15,231-\$25,703)
	Teacher - Category A4 0-12 years	\$20,155-\$35,046 (\$18,223-\$31,687)
Health and Welfare:	<u>Life Insurance</u> - \$60,000 (\$40,000) coverage.	

Haldimand Board of Education - Federation of Women Teachers' Associations of Ontario

and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/81</u>
	Increase	approx. 14%
	Teacher-Category D 0-6 years	\$12,857-\$17,871 (\$11,084-\$15,635)

Sept. 1/81

Teacher-Category A1	\$16,998-\$28,933
0-11 years	(\$14,780-\$25,480)

Teacher-Category A4	\$20,289-\$36,166
0-11 years	(\$17,568-\$31,839)

Responsibility
Allowances:

<u>Principals -</u>	
Group A	\$5,100 (\$4,435)
Group B	\$6,732 (\$6,120)
Group C	\$9,714 (\$9,521)

<u>Vice-Principal -</u>	\$3,066 (\$2,788)
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<u>Consultant -</u>	\$3,962 (\$3,602)
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Special Allowance: \$600 (\$545) for administrative assistant.

Health and Welfare:	<u>Life Insurance</u> - Employee pays 100% (85%) of premium costs to a maximum of \$25,000. Maximum coverage increases to \$100,000 (\$80,000).
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Teacher Funded Leave Plan (new):	Designed to allow teachers with 3 years' service to take a one-year or one-semester leave of absence, through deferral of salary. With approval of the board, a teacher may select a three, four or five year Plan. Fringe benefits will be maintained by the Board during the leave of absence.
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Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 349 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/81</u>
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General Increase	12.8% on teachers grid
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Teacher-Category D	\$13,900-\$18,560
0-6 years	(\$12,331-\$16,467)

Teacher-Category A1	\$16,290-\$28,140
0-10 years	(\$14,454-\$24,926)

Teacher-Category A4	\$19,190-\$36,000
0-10 years	(\$17,028-\$31,900)

Responsibility Allowances:	Vice-Principal - \$3,200-\$3,900 (\$3,024-\$3,672). Principal - \$8,000 (new)
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Kent County Board of Education - Federation of Women Teachers' Association of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (565 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/81
	Increase	9%-10.5%
	Teacher - Category 1 0-5 years	\$13,100-\$18,225 (\$12,000-\$16,700)
	Teacher - Category 4 0-10 years	\$17,050-\$28,900 (\$15,635-\$26,075)
	Teacher - Category 7 0-11 years	\$20,300-\$36,360 (\$18,595-\$32,800)
	Principals 0-3 years	\$39,300-\$43,800 (Previously, 3 cate- gories; overall range \$33,500-\$39,800)
Responsibility Allowances:	<u>Vice-Principal</u> - \$2,800. (Previously, \$1,500, \$2,300 or \$2,800 depending on type of school.)	
	<u>Supervisor</u> - \$2,800. (Previously, \$2,500 or \$2,800 depending on area of supervision.)	
	<u>Resource Assistance Team Leader</u> - \$2,500 (\$2,300).	
Health and Welfare:	<u>Retention of Benefits During Approved Leave of Absence (new)</u> - Life Insurance, A.D. & D., Extended Health Care and Dental Coverage may be maintained provided employee pays 100% of premium costs.	
	<u>Retention of Benefits For Those Retiring on Pension Before Age 65</u> - Above benefits may be maintained to age 65 provided retiree pays 100% of premium costs. (Previously, just Life Insurance.)	

Lanark County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 286 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages	Effective	Sept. 1/81	Sept. 1/82
	COLA Fold-in*	\$250	
	Increases	12% approx. for Teacher Category C to A4 and Principal; 20% approx. for Teacher Category D	13%
	Teacher - Category D 0-5 years	\$13,680-\$17,740 (\$11,070-\$14,700)	\$15,460-\$20,050
	Teacher - Category A1 0-11 years	\$16,930-\$28,720 (\$14,870-\$25,390)	\$19,130-\$32,450

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Teacher - Category A4 0-12 years	\$20,130-\$36,060 (\$17,720-\$31,950)	\$22,740-\$40,750
Principal - Category II 0-3 years	\$39,470-\$42,660 (\$34,990-\$37,840)	\$44,600-\$48,210
Principal Category III 0-3 years	\$41,680-\$44,870 (\$36,960-\$39,810)	\$47,100-\$50,700

*COLA was actually folded in August 31, 1981.

Cost of Living Allowance: Effective September 1, 1982, \$150 (\$125) per 1% increase in the Consumer Price Index of April 1983 over April 1982 - 1971=100. Triggers at 15.0% (8.5%). Capped at 17.0% (10.5%). To be folded into salaries effective August 31, 1983.

Responsibility Allowances: Principal Category I - \$2,210-\$3,210 (\$1,970-\$2,870) for 0-2 years plus \$1,120 (\$1,000) per unit of instruction. The total shall not exceed the salary payable to a Category II Principal with equal experience as a principal (unchanged). Effective September 1, 1982, \$2,500-\$3,630 plus \$1,270, respectively.

Vice Principal - \$2,210-\$3,210 (\$1,970-\$2,870) for 0-2 years. Effective September 1, 1982, \$2,500-\$3,630.

Co-ordinator of Learning Materials - \$4,010 (\$3,580). Effective September 1, 1982, \$4,530.

Consultant - \$2,710 (\$2,420). Effective September 1, 1982, \$3,060.

Teacher-Designate - \$580 (\$520). Effective September 1, 1982, \$660.

Teacher-In Charge of Organizational Unit (new) - \$1,200-\$1,400 for 0-2 years. Effective September 1, 1982, \$1,360-\$1,580.

Health and Welfare: Dental Plan - Effective January 1, 1982 employer pays 90% (75%) of premium costs.

Leeds and Grenville County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1980 to August 31, 1982, covering 375 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
	General Increases	9.7%	12.1%
	Teacher - Category I 0-11 years	\$15,790-\$26,425 (\$14,394-\$28,088)	\$17,701-\$29,622

		<u>Sept. 1/80</u>	<u>Sept. 1/81</u>
Teacher - Category IV 0-13 years		\$19,168-\$33,090 (\$17,473-\$30,164)	\$21,487-\$37,094
Principal 0-3 years		\$40,743-\$45,328 (\$37,140-\$41,320)	\$45,673-\$50,813
Vice-Principal 0-3 years		\$36,926-\$39,677 (\$33,661-\$36,169)	\$41,394-\$44,478
Cost of Living Allowance (new):	Effective September 1, 1981, 0.6% increase in monthly grid for each 1% increase in the Consumer Price Index - 1971=100, using the CPI for April, 1981 as the base index. Triggers at 12.5%. Capped at \$500.		
Responsibility Allowances:	Co-ordinator	\$3,200 (\$3,000)	\$3,500
	Consultant	\$2,000 (\$1,888)	\$2,248
	Guidance Department	\$2,300 (\$2,200)	\$2,500
	Librarian	\$630 (\$600)	\$700
Extra Degree Allowances:	Master's Degree	\$575 (\$550)	\$600
	Doctoral Degree	\$725 (\$700)	\$750
Paid Leave for Union Business (new):	An aggregate of 12 days may be granted to members of the District Executive, upon request of the President.		
Paid Personal Leave (new):	1 personal leave day per year to be charged against sick leave credits, provided the teacher's accumulated sick leave credit is 21 or more days.		
Sick Leave:	Maximum 250 (240) days accumulated credits.		
Health and Welfare:	OHIP, Semi-Private Hospitalization and Extended Health Care - Effective September 8, 1981, employer pays 90% (80%) of premium costs.		
	<u>Dental Plan</u> - Effective September 8, 1981, employer pays 90% (80%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective April 1, 1982, the 1981 ODA fee schedule.		
Course Allowance:	\$2,000 annual fund to be established to pay fees for summer and evening courses taken by teachers who require re-training as a result of an assigned change in their subject responsibilities (new).		
Severance Pay (new):	Effective until August 31, 1986, 5% per year of continuous service with the Board to a maximum of 25% of the final years' gross salary, for teachers with at least 2 years continuous service, upon their resignation.		

Nipissing District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 408 employees settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/81	Jan. 1/82
	General Increases	8% approx.	4% approx.
	Teacher D 0-5 years	\$12,954-\$16,734 (\$11,994-\$15,496)	\$13,472-\$17,407
	Teacher A1 0-11 years	\$17,126-\$27,818 (\$15,857-\$25,762)	\$17,811-\$28,932
	Teacher A4 0-11 years	\$20,200-\$35,523 (\$18,704-\$32,887)	\$21,008-\$36,936

Responsibility Allowances: Principal - A School, 350 pupils and over - \$6,100-\$7,190
(\$5,450-\$6,540) for 0-2 years.
B School, 200-349 pupils - \$4,800-\$5,890
(\$4,142-\$5,232) for 0-2 years.
C School, fewer than 200 pupils - \$3,500-\$4,590
(\$2,834-\$3,924) for 0-2 years.

Co-ordinator - \$3,000 (\$2,889).

Teacher Designate (new) - \$300 per year for teacher acting on behalf of principal in his absence, in schools which do not qualify for a vice-principal.

Health and Welfare:

Life Insurance - \$25,000 (\$20,000) coverage.

Vision Care - Employer pays 75% of premium costs to be reduced if total additional cost to the board exceeds \$24,000. Maximum claim is \$100 per person every 24-month period for eyeglasses, including contact lenses and repairs.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

"4 over 5 Years" Leave Plan (new):

Teacher may elect to be paid at 80% of salary over 5 years in order to have the option of taking 1 year's leave of absence.

Travel Allowance: 20¢ (14¢) per kilometre.

Norfolk Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A
12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/81
	General Increases	11.57% on Teacher's grid; 11.06% for Principal; 11.66% for Vice-Principal
	Teacher Category I 0-10 years	\$17,870-\$28,599 (\$16,200-\$25,900)
	Teacher Category IV 0-10 years	\$21,620-\$36,100 (\$19,550-\$32,700)

Sept. 1/81

Principal	\$44,810-\$49,100 (\$40,572-\$44,472)
Vice-Principal	\$40,160-\$43,700 (\$36,369-\$39,567)

Cost of Living Allowance: 0.2% for each 0.2% rise in the Consumer Price Index - 1971=100, using August 1981 as the base index month. Triggers at 8% with the amount generated to be paid as a lump sum. (Basic formula is unchanged. Previous provision generated 4.67%, which was paid in a lump sum on September 1, 1981.)

Early Retirement Incentive Plan Clause (new): Added clause to ensure inclusion of the Plan in the 1982-83 agreement. Details to be negotiated and stipulated by March 5, 1982, providing plan is at no cost to the Board.

Peterborough County Board of Education - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 429 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	11%	\$300
	Teacher Cat. I 0-12 years	\$16,765-\$28,947 (\$15,104-\$26,078)	\$17,065-\$29,247
	Teacher Cat. IV 0-12 years	\$19,516-\$36,350 (\$17,582-\$32,748)	\$19,816-\$36,650

Effective	<u>Sept. 1/82</u>
General Increases	11%
Teacher Cat. I 0-12 years	\$18,942-\$32,464
Teacher Cat. IV 0-12 years	\$21,996-\$40,682

School Administrative Staff: Principal - Effective July 1, 1981, \$46,073-\$49,643 (\$41,507-\$44,723). Effective July 1, 1982, \$50,911-\$54,856. Principal in schools with 300 students or less is paid on the Vice-Principal's scale (unchanged).

Vice-Principal - Effective July 1, 1981, \$41,260-\$43,747 (\$37,171-\$39,412). Effective July 1, 1982, \$45,592-\$48,340.

Responsibility Allowances: Assistant Department Head - \$1,320 (\$1,200). Effective September 1, 1982, \$1,452.

Minor Department Head - \$1,650 (\$1,500). Effective September 1, 1982, \$1,815.

Major Department Head - \$2,970 (\$2,700). Effective September 1, 1982, \$3,267.

Director - \$3,218 (\$2,925). Effective September 1, 1982, \$3,540.

Health and Welfare: Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Renfrew County Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 435 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/81	Jan. 1/82
	General Increases	10% on Teacher's grid; 9% for Principal and Vice-Principal	2% non-compounded
	Teacher - Category I 0-11 years	\$15,206-\$28,894 (\$13,824-\$26,267)	\$15,483-\$29,419
	Teacher - Category IV 0-12 years	\$19,769-\$35,735 (\$17,972-\$32,486)	\$20,129-\$36,384
	Principal 0-3 years	\$44,893-\$48,358 (\$41,186-\$44,365)	\$45,717-\$49,245
	Vice-Principal 0-3 years	\$39,731-\$43,447 (\$36,450-\$39,860)	\$40,460-\$44,244

Responsibility Allowances: Increase by 8%.

Maternity Leave: Extended post-natal leave beyond the end of the sixth week following delivery may count towards salary increments if teacher with one year's service has left on or returned from leave on dates more convenient to the school (new).

Health and Welfare: Dental Plan (new) - Employer pays 50% of premium costs for Blue Cross Plan # 7. Payments are based on the current Ontario Dental Association fee schedule.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (590 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/81
	Average Increase	approx. 15%
	Teacher - Level D 0-6 years	\$12,470-\$19,418 (\$11,529-\$17,337)

Sept. 1/81

	Teacher - Level A1 0-10 years	\$16,337-\$28,137 (\$14,617-\$24,507)	
	Teacher - Level A4 0-12 years	\$19,832-\$36,788 (\$17,282-\$32,090)	
	<u>Principals</u> <u>0-2 years</u>		
	"B" Schools (less than 16 teachers)	\$39,950-\$41,550 (\$34,905-\$36,305)	
	"A" Schools (16 or more teachers)	\$40,900-\$42,500 (\$35,805-\$37,205)	
	Responsibility Allowances: Vice-Principal 0-4 years	\$2,300-\$2,900 (\$1,900-\$2,500)	
	Consultant	\$2,300-\$2,900 (\$1,900-\$2,500)	
	Chief Consultant	\$3,400 (\$3,000)	
	Co-ordinator	\$4,000 (\$3,500)	
	Cost of Living Provision:	Deleted. (Previous formula did not trigger.)	
Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.			
<u>Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (610 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 9 months.</u>			
Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	10.5%	2% non-compounded
	Teacher - Level 1 0-6 years	\$12,660-\$17,960 (\$11,485-\$16,290)	\$12,920-\$18,325
	Teacher - Level 4 0-12 years	\$16,740-\$29,295 (\$15,185-\$26,570)	\$17,085-\$29,890
	Teacher - Level 7 0-13 years	\$20,485-\$36,240 (\$18,580-\$32,870)	\$20,900-\$36,980

Responsibility Allowances:	Principals	Sept. 1/81	Jan. 1/82
	Group 1, 0-100 pupils	\$4,700 (\$4,300)	\$4,800
	Group 2, 101-300 pupils	\$5,700 (\$5,300)	\$5,800
	Group 3, 301-500 pupils	\$6,700 (\$6,300)	\$6,800
	Group 4, 501-700 pupils	\$7,700 (\$7,300)	\$7,800
	Group 5, 701 or more	\$9,100 (\$8,700)	\$9,200
	<u>Consultant</u> - Same as Principal Group 1.		
	<u>Co-ordinator</u> - Same as Principal Group 2.		

Windsor Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(700 employees): A 36-month renewal agreement effective from September 1, 1981 to August 31, 1984, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82	Sept. 1/83
	COLA Fold-in (Into annual salary)	\$3,702		
	<u>Increases:</u>			
	Teachers' Grid	0% 1st 3 steps 2% at step 4 up to 6% at step 9	0% 1st 3 steps 2% at step 4 up to 5% at step 9	1% at step 1 up to 5% at step 9
	Principals	6% plus \$1,000 per year	5% plus \$500 per year	5% plus \$500 per year
	Vice-Principals, Co-ordinators, Consultants and Directors	6%	5%	5%
	Teacher - Category I 0-9 years	\$19,481-\$29,890 (\$15,779-\$24,496)	\$19,481-\$31,385	\$19,676-\$32,954
	Teacher - Category IV 0-9 years	\$22,434-\$36,191 (\$18,732-\$30,440)	\$22,434-\$38,001	\$22,658-\$39,901
	Principal 0-2 years	\$45,222-\$48,483 (\$38,017-\$41,093)	\$47,983-\$51,407	\$50,882-\$54,477
	Vice-Principal 0-2 years	\$41,288-\$42,918 (\$35,249-\$36,787)	\$43,352-\$45,064	\$45,520-\$47,317
	Co-ordinator 0-2 years	\$40,867-\$42,620 (\$34,852-\$36,506)	\$42,910-\$44,751	\$45,056-\$46,989
	Consultant or Director	\$39,463-\$40,867 (\$33,527-\$34,852)	\$41,436-\$42,910	\$43,508-\$45,056

		<u>Sept. 1/81</u>	<u>Sept. 1/82</u>	<u>Sept. 1/83</u>
Responsibility Allowances:	Department Heads	\$2,300 (\$2,000)	\$2,600	\$3,000
	Asst. Department Head	\$1,000 (\$800)	\$1,200	\$1,400
	Resource Teacher	\$1,200 (\$1,000)	\$1,400	\$1,600

Cost of Living Allowance: Quarterly adjustments of \$5.20 for every 0.3 point change in the Consumer Price Index - 1971=100. First payment made from December 1981; last June 1984. At the end of the agreement, each salary on the grid will be increased by an amount equal to four times the last COLA payment, multiplied by the number of full-time bargaining unit employees divided by total grid salaries and allowances paid during previous year multiplied by one hundred. (Previous formula similar except for fold-in provision. Salaries were increased by an amount equal to 4 times the last COLA adjustment.)

Sick Leave: Accumulates at 50% after first 250 (200) days accumulated.

Health and Welfare: Vision Care (new) - \$80 coverage every 24 months. Employer pays 100% of premium costs.

Dental Plan - Orthodontic coverage is added. \$750 lifetime coverage per child. 50% co-insurance. Employer pays 50% of premium costs. Prosthetic and endodontic coverage at 50% co-insurance added. Employee pays 100% of premium costs.

York County Board of Education - Ontario Secondary School Teachers' Federation (Ind.)
(1,125 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Feb. 1/82</u>
	General Increases	11.5%	2% non-compounded
	Teacher - Category I 0-11 years	\$17,295-\$29,527 (\$15,511-\$26,482)	\$17,605-\$30,057
	Teacher - Category IV 0-11 years	\$20,380-\$36,688 (\$18,278-\$32,904)	\$20,746-\$37,346
	Vice-Principal 0-5 years	\$39,942-\$43,745 (\$35,822-\$39,233)	\$40,658-\$44,529
	Principal 0-5 years	\$45,307-\$50,401 (\$40,634-\$45,203)	\$46,120-\$51,305

Responsibility Allowances: Guidance Co-ordinator - \$5,281-\$5,843 (\$4,982-\$5,512).
Branch Director - \$3,315-\$3,933 (\$3,127-\$3,710).
Chairman of Area - \$3,315 (\$3,127).
Commercial Director - \$2,809 (\$2,650) or \$3,034 (\$2,862) depending of number of cycles.

Technical Director - Same as Commercial Director.

Associate Head - \$1,966 (\$1,855).

Minor Head (Subject Chairman) - \$1,742 (\$1,643).

Acting Head, Assistant Head, or Senior Teacher - \$1,292 (\$1,219).

Extra Degree
Allowance:

Ph.D. or Ed. D. - \$825 (\$745).

M.A. - \$650 (\$586).

Related Bachelor's Degree - \$235 (\$213).

Health and
Welfare:

Major Medical - Employer pays 100% (75%) of premium costs.

Dental Plan - Payments are based on the 1981 (1980) Ontario
Dental Association fee schedule.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide
- Ontario Public Service Employees' Union (NUPGE) (CLC) (7,000
academic staff, librarians and counsellors): An 11-month renewal
agreement effective from October 8, 1981 to August 31, 1982, with
wages retroactive to September 1, 1981, settled with mediation
assistance. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/81	Mar. 1/82
General Increases		11.2%	.94%
Instructor 0-10 steps		\$16,283-\$27,645 (\$14,644-\$24,862)	\$16,436-\$27,905
Teacher Masters and Counsellors 0-16 steps		\$19,073-\$37,250 (\$17,153-\$33,500)	\$19,252-\$37,600
Librarian 1 0-6 steps		\$19,732-\$26,549 (\$17,746-\$23,876)	\$19,917-\$26,799
Librarian 2 0-6 steps		\$23,106-\$29,922 (\$20,780-\$26,910)	\$23,323-\$30,203

Partial Load Teacher - \$13.50-\$30.00 (\$12.00-\$27.00) per hour,
includes payment in lieu of salary, vacation, holidays or fringe
benefits.

Paid Holidays: 6 designated days plus the period between December 25th and
January 1st inclusive (unchanged).

Paid Vacation: Teachers - 2 months after 1 full academic year's service; 1 month
if assigned to teach an additional month (i.e. 11th month).
Teachers are paid a bonus of 10% of annual salary for the
additional eleventh month. In addition to the above, Colleges
may schedule non-teaching periods at Christmas and New Year's or
at any other mid-term break (unchanged).

Librarian or Counsellor - 22 days after 1 year's service plus 1
additional day per year up to an aggregate of 32 working days
(unchanged).

Health and
Welfare:

OHIP - Effective November 1, 1981, employer pays 100% (90%) of
premium costs.

Supplemental Life Insurance - Available in units of \$10,000 to a maximum of \$60,000. Employer pays 50% of premium costs. (Previously, \$30,000 coverage available for employees with no dependents, \$60,000 with dependents. The employer paid the premiums for the first 1/3 of the applicable coverage.)

Extended Health Plan - Effective November 1, 1981, employer pays 100% (90%) of premium costs.

Dental Plan - Effective November 1, 1981, 60%/40% (50%/50%) co-insurance. Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. Covers employee and dependents. Employer pays premium costs (unchanged).

Continuation of Insurance for Dependent Survivors (new) - Effective October 8, 1981, Extended Health and Dental maintained for 3 months by employer. Coverage may be extended an additional 9 months at survivor's expense.

Continuation of Insurance During Pregnancy Leave (new) - Coverage may be continued through the period of the leave at employee's expense.

Return to Work
After Raising a
Child (new):

Prior service for the purpose of vacation accumulation, sick leave, severance pay, sabbatical leave and the college prepaid leave plans will be credited to a regular employee after return, following termination of employment to raise a dependent child. Probationary period must be completed first. The break in service must not have been longer than 2 years and other renumeration employment not more than 6 months.

Paid Union
Leave:

Full-time employees who work a reduced work load in order to carry out Union activities, shall continue to be fully paid by the employer. The union will reimburse the employer for 50% (100%) of the regular salary.

Sabbatical
Leave:

55% (50%) of regular salary for those with 6 years of service. Salary paid is increased by 5% for each additional year of service to a maximum of 70%.

Special Lay-off
Procedure (new):

Prior to a lay-off of 10 or more employees due to an extraordinary financial exigency, the employer must notify the union, provide it with all pertinent budgetary data and await receipt of union proposals or the expiration of 30 days, whichever occurs first.

Technological
Change Procedure
(new):

90 days advance notice required for purpose of discussion.

Kilometrage
Allowance:

21¢ (17¢) per kilometre for the first 4,000 kilometres in southern Ontario; 17¢ (14¢) for the next 8,000 kilometres; 13.5¢ (11.5¢) thereafter. All rates are 15¢ higher in northern Ontario.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Ontario Public Service Employees' Union (NUPGE) (CLC) (4,790 support staff employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/81	Mar. 1/82
General Increases		9% plus 15¢	40¢
Clerk 1 (General) 0-3 years		\$5.72-\$6.32 (\$5.11-\$5.66)	\$6.21-\$6.72
Security Guard* 0-6 years		\$7.30-\$7.53 (\$6.56-\$6.77)	\$7.70-\$7.93
Technologist 3 0-3 years		\$11.37-\$12.94 (\$10.29-\$11.73)	\$11.77-\$13.34
Tradesman Journeyman 1 0-6 months		\$9.59-\$9.89 (\$8.66-\$8.94)	\$9.99-\$10.29
Tradesman Journeyman 2 (new) 0-6 months		\$10.16-\$10.48	\$10.56-\$10.88
Programmer Analyst 3 (new) 0-3 years		\$14.54-\$16.60	\$14.94-\$17.00

*Previous position of Security Guard 2 (\$6.81-\$7.04) eliminated.

Hours of Work: 35, 36 1/4 or 37 1/2 per week for office and administrative employees; 40 per week for maintenance and building employees (unchanged).

Shift Premium: 0-25¢-40¢ (0-25¢-25¢).

Paid Holidays: 6 designated days plus the period December 25th to January 1st inclusive (unchanged).

Paid Vacation: 16 working days after 7 years' service plus 1 additional day each year up to 4 weeks after and 1 additional day thereafter per 2 years of service, up to 5 weeks after 21 (22) years.

Health and Welfare: OHIP - Employer to pay 100% (90%) of premium costs.

Supplementary Life Insurance (new) - Effective September 17, 1981, optional coverage from \$10,000 to \$100,000. Employer to pay 60% of premium costs.

Extended Health Benefits - Employer pays 90% (75%) of premium costs.

Short Term Disability - Effective September 17, 1981 75% (66 2/3%) of regular earnings after the first 8 days of benefits which pays 100% (unchanged) of regular salary.

Long Term Disability - Effective September 17, 1981, the employer will maintain coverage of all insurance benefits carried prior to disability for 2 years (new).

Dental Plan - 60%/40% (50%/50%) co-insurance. Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (trades, services and maintenance employees): A 12-month wage reopener effective from May 1, 1981 to April 30, 1982, covering 395 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months. Previous agreement was scheduled to expire April 30, 1982.

Wages:	Effective	May 1/81
	General Increase	12%
	Building Custodian 1	\$6.72 (\$6.00)
	Fire Prevention Officer	\$8.25-\$9.53 (\$7.37-\$8.51)
	Electrician	\$10.15 (\$9.06)

Probationary period is 3 months. Maximum rate for Fire Prevention Officer is reached after 3 years, if merited.

Retroactive Pay: Retroactivity paid to all employees employed on date of ratification, and on a pro-rated basis for employees who terminated employment after May 1, 1981 and before date of ratification.

Nigh Shift Premium: 40¢ (35¢) per hour.

Emergency Call-in Pay: Employee continues to receive time and one-half in the event that a portion of the 4 hour minimum period at overtime rate extends into his regular shift (new).

Paid Vacation: 16 days after 7 (8) years' service and 18 (17) days after 8 (9) years..

Bereavement Leave: 3 (1) days' paid leave in the event of the death of a grandchild and grandparent.

Health and Welfare: Long Term Disability - Effective July 1, 1981, ad hoc increase of 3% per annum for present LTD claimants disabled more than 2 years.

Pension Plan: Current Benefits - Effective September 1, 1981, increase by 5% of earnings for current pensioners. Effective July 1, 1981, present members of the 5% plan will be given an option to move to the 6% plan. Effective July 1, 1981, equalization of benefits for non-professional plan.

Prescription Safety Glasses: Employer pays a maximum of \$23 (\$15) per year.

Safety Shoe Allowance: Employer pays a maximum of \$23 (\$15) per year.

University of Windsor - Faculty Association of the University of Windsor (Ind.) (525 employees): A 12-month agreement on wages as the result of a 'wage reopener' clause covering the last year of a 3 year agreement terminating June 30, 1982, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	July 1/81
	General Increase	10%*
	Annual Rates (Floor Salaries)**	
	Lecturer	\$17,835 (\$16,214)
	Assistant Professor	\$22,145 (\$20,132)
	Associate Professor	\$27,578-\$44,296 maximum (\$25,071-\$40,269 maximum)
	Professor	\$35,436-\$51,382 maximum (\$32,215-\$46,711 maximum)
	Librarian I	\$16,013 (\$14,557)
	Librarian IV	\$24,058-\$34,084 maximum (\$21,871-\$31,713 maximum)

*Individuals who have 'pierced' the stipulated maximum for their classification receive a 5% increase.

**Floor Salaries - Figures shown without a "maximum" designation are minimum salaries. These may be increased through annual increments without limit.

"Progress-Through-The-Ranks" Increment - \$1,000 (\$953). The annual increment is automatic to employees completing their first year; thereafter, it applies only if the employee is judged competent and not yet at a designated maximum.

York University at Toronto - York University Staff Association (CCU) (915 secretarial, clerical and technical employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increases	12.25%
	<u>Annual Rates</u>	
	File Clerk	\$11,754-\$12,244 (\$10,472-\$10,908)
	Clerk Typist	\$12,583-\$13,107 (\$11,210-\$11,677)
	Departmental Secretary	\$14,507-\$15,111 (\$12,924-\$13,462)
	Administrative Assistant	\$17,983-\$18,732 (\$16,020-\$16,688)
	Engineering Technician 4	\$25,508-\$26,571 (\$22,724-\$23,671)
Hours of Work:	Some continuous operations - 40 per week; all others - 35 per week. During July and August, 1 hour less on Fridays (unchanged).	
Paid Holidays:	10 designated days, plus Heritage Day if proclaimed. Also, days between Boxing Day and New Year's for those employees who would not otherwise have been absent on any kind of approved leave (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 2 years and 4 weeks after 8 years (unchanged).	
Health and Welfare:	<u>Long Term Disability and Dental Plan</u> - Employer pays 100% (50%) of premium costs.	

Metropolitan Toronto Library Board - Various locals, Canadian Union of Public Employees (CLC) (librarians, library assistants, office and clerical employees and maintenance workers): Four 12-month renewal agreements effective from January 1, 1981 to December 31, 1981, covering 380 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/81</u>
	General Increase	12.8%
	<u>Annual Rates</u>	
	<u>Local 1806, Librarians</u>	
	L1	\$19,523-\$22,898 (\$17,308-\$20,300)
	L3	\$23,324-\$26,699 (\$20,677-\$23,669)

Probationary period is 6 months. Maximum rates are reached on merit.

Hours of Work: Flex-time to be introduced on a trial basis for a 3-month period. The 70 hours bi-weekly may be scheduled over 9 or 10 working days, with a minimum of 5 hours and a maximum of 8 hours per day worked. A committee to be formed to review current and proposed procedures (new).

Paid Vacation: 6 weeks after 24 (25) years' service.

Maternity Leave: Employer continues to pay the premium costs for medical benefits for 3 months (8 weeks).

Paid Union Leave: One continuous 2 hour segment per week for the President of the Local (new).

Technological Change: Employer will provide the union with 6 months' written notice of any intended technological change and 3 months notice of any intended major organizational change. Any permanent employee who cannot be placed in a position of comparable responsibility will be offered a position of less responsibility at the same rate of pay for a period of 6 months at which time the wage rate will be red circled (new).

Contracting Out: Employer will provide the Union with 6 months notice of its intention to contract out any work usually performed by union members (unchanged). No permanent employee (previously those with 2 years permanent service) will be laid off or have their employment terminated by reason thereof.

Jan. 1/81

Local 1582, Full-time Office

Code A	\$11,718-\$13,298
(Mail Clerk)	(\$10,388-\$11,789)
Code E	\$17,425-\$19,761
(Library Assistant)	(\$15,448-\$17,519)

Probationary period is 6 months. Maximum rates are reached on merit.

Progression: Minimum increase \$450 (\$150) per annum.

Health and Welfare: OHIP, Semi-Private Hospitalization, Comprehensive Medical Protection Plan, Long Term Disability and Dental Plan - Benefits commence upon completion of 4 months of the latest probationary period for term and temporary appointments. (Previously, upon completion of probation.)

The following benefits are the same as reported for Local 1806: Hours of Work, Paid Vacation, Maternity Leave, Paid Union Leave, Technological Change and Contracting Out.

Jan. 1/81

Local 1003, Maintenance

Caretaker	\$17,604 (\$15,606)
Carpenter - Maintenance	\$20,911 (\$18,538)

Hours of Work:	Union and management agree to discuss jointly the feasibility of implementing a 35 hour work week by way of a reduction of 1 hour per week per year for the next 5 years. (Currently 35 or 40 hours per week, depending on split shifts.)
Shift Premium:	0-33¢-33¢ (0-30¢-30¢).
Paid Vacation:	4 weeks after 8 (10) years' service.
Bereavement Leave:	Grandparent-in-law is added for 3 days' paid leave.
Health and Welfare:	<u>Comprehensive Medical Insurance</u> - Optical benefit of \$50 every 2 years is added (new).

The following benefits are the same as reported for Local 1806:
Maternity Leave, Technological Change and Contracting Out.

Jan. 1/81

Hourly Rates

Local 1582, Part-time

General	\$5.30 (\$4.70)
Language and Subject Specialists	\$9.08 (\$8.05)

Sunday Premium:	50¢ (45¢) per hour.
Vacation Pay:	6% (4%) and 8% (new) after 5 years' service.
Jury Duty and Witness Pay (new):	Employee is paid for each day at regular pay for the hours of work scheduled for that day or the daily jury or witness fee, whichever is greater.
Citizenship Leave (new):	Time off with pay which in aggregate does not exceed 1 day's pay, to attend a sitting of the Citizenship Court or such other procedures which are necessary to obtain Canadian Citizenship.
Technological Change (new):	Employer will endeavor to place any employee who is displaced by technological improvements, in other positions.
	Bereavement Leave is the same as reported for Local 1003. Paid Union Leave is the same as reported for Local 1806.

Toronto Public Library Board - Locals 1996 and 1003, Canadian Union of Public Employees (CLC) (full-time and part-time employees): Two 12-month renewal agreements effective from January 1, 1981 to December 31, 1981, covering 778 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages: Effective Jan. 1/81

General Increase 12.5%

*Additional Adjustments

Junior Clerical \$11,833-\$13,316
Assistant (\$10,518-\$11,836)

Librarian 6 \$25,961-\$36,032
(\$23,076-\$32,028)

*Effective October 1, 1981, Junior Page, \$2.85 (\$2.25) per hour; Senior Page, \$3.50 (\$3.15) per hour. Effective November 15, 1981, Junior Page, \$3.15. Effective midnight December 31, 1981, only one Page category at \$3.50 per hour.

Probationary period is 6 months. Maximum rates are reached after 4 (2 1/2) years for Junior Clerical Assistant, and after 5 years for Librarian 6.

Shift Premium 0-33¢-33¢ (0-30¢-30¢).
(Local 1003 full-time employees):

Paid Holidays: Remembrance Day to be recognized as a statutory holiday if it falls on a Sunday. (Previously, recognized only if it fell on a Monday through Saturday.)

Paid Vacation 4 weeks after 8 years' service. (Previously, after 10 years for full-time employees) Local 1003. Unchanged for Local 1996.)

Bereavement 5 days paid leave to attend the funeral of immediate family.
Leave (full-time employees): (Previously, 3 days leave and if circumstances warrant, 2 additional consecutive days for Local 1003. Unchanged for Local 1996.)

Maternity Leave: Clause is extended to include permanent part-time employees.
Employee receives paid benefits for up to 3 months after commencement of leave. (New for Local 1003. Unchanged for Local 1996.)

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for full-time employees for the first \$2,000 coverage, and 50% of premium costs for any additional coverage up to a maximum of one and one-half times annual salary taken to the nearest \$1,000. (New for Local 1996. Unchanged for Local 1003.)

Optical Plan - Maximum benefit is \$75 every two years.
(Previously, \$60 for Local 1996 and (new) for Local 1003.)

Dental Plan - An orthodontic rider is added for full-time employees. Employer pays 50% of premium costs for a plan which provides for a lifetime maximum benefit of \$1,000 per employee and dependent child under age 21.

Permanent Part-time Employees - Employer pays 50% of premium costs for OHIP, Extended Health Care, Dental and Optical plans (new). (Previously, joining plans optional. Employee paid full premium costs.)

Language Bonus (Local 1996 full-time employees) (new): \$500 per year for the first language other than English, \$350 for the second and \$100 for the third, and each subsequent language per year.

HEALTH AND WELFARE SERVICES

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.): A
17-month renewal agreement effective from May 1, 1981 to September 30, 1982, covering 211 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>May 1/81</u>	<u>Oct. 5/81</u>
	Increases	\$68-\$182 per month due to restructuring of wage schedule	\$73 or \$81 per month for most classifications; \$83 for RNA and O.T. Assistant; \$114 for Carpenter and Chef, plus an extra \$10 for Chef on after 6-month rate

Monthly Rates

Housekeeping Aide	\$1,062-\$1,105 (\$985-\$1,033)	\$1,143-\$1,186
R.N.A.	\$1,227-\$1,269 (\$1,119-\$1,167)	\$1,310-\$1,352
Carpenter	\$1,421-\$1,464 (\$1,229-\$1,282)	\$1,535-\$1,578

Effective	<u>Apr. 5/82</u>
Increase	\$41-\$82 per month
Housekeeping Aide	\$1,196-\$1,239
R.N.A.	\$1,361-\$1,403
Carpenter	\$1,617-\$1,660

Probationary period is 60 days worked. Maximum rates are reached after three 6-month increases.

Shift Premium:	Effective the first pay period following ratification, 0-\$1.05-\$1.05 (0-\$1.00-\$1.00) per shift. Effective October 1, 1981, 0-\$1.10-\$1.10 per shift.
Rotating Shift Premium:	Effective the first pay period following ratification, 0-\$2.00-\$2.00 (0-\$1.85-\$1.85). Effective October 1, 1981, 0-\$2.10-\$2.10.
Overtime Pay:	Time and one-half after 7 1/2 (8) hours worked.
Paid Vacation:	3 weeks after 3 (4) years' service, 4 weeks after 10 (12) years, and 5 weeks after 19 (20) years.
Bereavement Leave:	3 (1) days' paid leave to attend the funeral of mother-in-law and father-in-law. Grandchild is added for up to 3 days' paid leave. In addition, full pay for the day, when notification of death in the immediate family is received at work (new).
Health and Welfare:	<u>Semi-Private Hospitalization (new)</u> - Effective as soon as possible after ratification, employer pays 50% of premium costs for Blue Cross coverage. <u>Extended Health Care (new)</u> - Effective as soon as possible after ratification, employer pays 75% of premium costs for Blue Cross plan, or equivalent. Deductibles are \$10 single/\$20 family. <u>Dental Plan</u> - Effective October 1, 1981, Blue Cross Plan #9 (7) is implemented. Payments to be based on the current (1979) Ontario Dental Association fee schedule.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (2,100 hospital services group, supervisory and non-supervisory employees): A 15-month renewal agreement effective from September 18, 1981 to December 21, 1982, with wages retroactive to December 22, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Dec. 22/80	Dec. 22/81
	Increases	12%*	16.67%**
	Non-Supervisory Rates Ontario Region		
	Hospital Services Group		
	HS - 1	\$5.79-\$6.41	\$6.76-\$7.48
	HS - 5	\$7.15-\$7.97	\$8.34-\$9.30
	HS - 9	\$8.92-\$9.96	\$10.41-\$11.62

Adjustments: *The increases include a restructuring of the salary of the PHS Sub-group by level to be equivalent to the corresponding level in the HDO Sub-group (i.e. PHS-5 salary range would be equivalent to the HDO-5 salary range) prior to any economic increase being applied.

**Represents a 10% economic increase plus an adjustment in the rates of 6.67% to maintain the same gross salary with the reduction in the hours of work from the present 40 per week to 37 1/2 per week.

Hours of Work: Effective December 22, 1981, 37 1/2 (40) per week and 7 1/2 (8) hours per day.

Shift Premium: 0-30¢-40¢ (0-25¢-33¢).

Weekend Premium: 35¢ (30¢) per hour for regularly scheduled work on a Saturday and/or Sunday. Effective December 22, 1981, 40¢.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 22 (25) years' service. Also, 3 weeks after 1 year and 4 weeks after 10 years (unchanged). Effective December 22, 1981, 5 weeks after 20 years.

Health and Welfare: Sick Leave - A statement signed by the employee will be considered sufficient (medical certificate) to a maximum of 5 (3) consecutive days and a yearly total of 10 (7) days.

Leave with Pay for Family Related Responsibilities (new): 1/2 day to take a dependant family member for medical or dental appointments or for appointments with school authorities or adoption agencies and up to 2 consecutive days for the care of a sick family member.

Paternity Leave: 1 day for needs directly related to the birth of his child; may be divided into 2 periods and granted on separate days. 1 day for needs directly related to the adoption of his child, this leave may be divided into 2 periods and granted on separate days.

Meal Allowance: \$4 (\$3.50) for 3 or more hours of overtime and \$3 (\$2.50) when overtime extends 4 or more hours beyond the initial 3 hour period.

Severance Pay: Release for Incapacity - Employee who has completed more than 1 year of continuous employment receives 1 week's pay for each year of employment to a maximum benefit of 28 weeks.

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Police Association (Ind.)
(Unit A, Clerical; Unit B, Garage; Unit C, Parking Control
Officers, Cadets and Matrons) (1,120 employees): Three 12-month
 renewal agreements effective from January 1, 1981 to December 31,
 1981, settled at the post conciliation bargaining stage.
 Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/81	Apr. 1/81
	General Increases	11%	2% non-compounded

Jan. 1/81

Apr. 1/81

Annual Rates

Unit A

Class 2
(35 hrs. per week;
includes Mail Clerk)

\$12,606
(\$11,364)

\$12,844

Class 6
(35 hrs. per week;
includes Senior
Computer Operator)

\$17,192-\$19,366
(\$15,493-\$17,448)

\$17,503-\$19,713

Unit B

Labourer
(40 hrs. per week)

\$18,186
(\$16,391)

\$18,512

Senior Communications
and Electronics
Technician
(40 hrs. per week)

\$25,578
(\$23,052)

\$26,058

Unit C

Police Cadet
(40 hrs. per week)

\$15,347-\$18,103
(\$13,823-\$16,307)

\$15,618-\$18,437

Parking Control
Officer
(40 hrs. per week)

\$16,975-\$19,189
(\$15,284-\$17,289)

\$17,268-\$19,544

Hours of Work: Unit A - Employees regularly working a day shift and an afternoon shift on a rotating basis - 40 per week (previously some worked 35). No employee to be laid-off as a result of any ensuing personnel surplus due to the change. Employees regularly working solely a day shift - 35 per week. (These employees who have been working 40 and wish to continue, may do so as long as they occupy such positions.)

Units B and C - 40 per week (unchanged).

Paid Lunch Period (new): 1/2 hour controlled paid lunch period for employees who regularly work a day-afternoon-night rotating shift.

Shift Bonus: 0-35¢-40¢ (0-32¢-32¢).

Weekend Shift Bonus: 0-45¢-45¢ (0-43¢-43¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 3 years, 4 weeks after 9 years, 5 weeks after 17 years and 6 weeks after 25 years (unchanged).

Health and Welfare:	<u>Long Term Disability (new)</u> - Effective March 1, 1982, \$1,250 maximum monthly benefit.
	<u>Dental Plan</u> - Payments continue to be based on current Ontario Dental Association fee schedules.
Sick Leave:	Effective January 1, 1983, an employee who has been absent an average of 6 or more separate occasions per year over the previous 2 year period will receive sick pay as follows: First absence in year - from first day absent; Second absence in year - from second day absent (new); Third and subsequent absence in year - from third day absent (new).
Pension Plan:	Should discussions undertaken by the Toronto Metropolitan Corporation and its CUPE Local 43 and 79 result in the implementation of early retirement provisions into the current pension plans, the Board and Association agree to discuss similar changes to their plans. If no agreement can be reached, the matter may be referred to arbitration.
Union/Management Committee (new):	Discusses matters of mutual concern and attempts to resolve problems which may arise. No loss of pay for time spent in meetings.
Tool Allowance (Unit B):	Mechanic - \$136 (\$121) per year; Serviceman - \$100 (\$89) per year; Electrical Equipment Maintenance Man - \$100 (\$89); Communications and Electronics Technician - \$100 (\$89).

CONSTRUCTION

The Electrical Power Systems Construction Association, province-wide - Local 1788, Electrical Workers (IBEW) (AFL-CIO/CLC) (Transmission Systems Construction in the Electrical Power Systems Sector): A 24-month first agreement effective from May 1, 1980 to April 30, 1982, covering 950 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	May 1/81
	Increase	\$1.14
	<u>Toronto Area</u>	
	Utilityman	\$7.68
	Electrician	\$15.35*

*Base rate.

Hours of Work:	40 hours per week.
Overtime Pay:	Double time after 8 hours per day and for work performed on Saturday, Sunday and paid holidays.
Paid Rest Periods:	A 15-minute rest period for each half shift worked in normal hours and after each 2 hours of overtime worked. A 10-minute break for employees required to work overtime, prior to the end of the normal shift.

Shift Premium:	Time and one-seventh for employee required to work on the second shift of a 2-shift operation.
Reporting Pay:	Minimum 4 hours' pay.
Call-In Pay and Inclement Weather Pay:	2 hours' pay.
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, and Heritage Day if proclaimed by legislation, are recognized for a total of 11 days.
Holiday Pay:	4%.
Paid Vacation:	10 days after 1 year's service plus an additional 5 days after 2 years, for Ontario Hydro Employees only.
Vacation Pay:	6%.
Welfare Fund:	Employer contributes 79¢ per hour earned in the Toronto area.
Mileage Allowance:	18¢ per kilometer.
Overtime Meal Allowance:	Employee shall be provided with a meal and a 30-minute paid break after 2 hours unscheduled overtime beyond their regular shift, and for each additional 4 hours thereafter. Employee receives a 30-minute paid meal period only, for scheduled overtime.
Subsistence Allowance:	\$28 per day worked or reported for an employee whose residence is more than 97 radius kilometers from the work location.
Travel Allowance:	<p>\$7 per day worked for an employee living within 16-40 radius kilometers; \$9 per day worked for an employee living within 40-56 radius kilometers; \$12 per day worked for an employee living within 56-80 radius kilometers; \$14 per day worked for an employee living within 80-97 radius kilometers; and for an employee living beyond 97 radius kilometers who does not qualify for subsistence allowance.</p> <p>Employee who works 15 days or for the duration of the job receives: On recruitment, \$16 for the initial trip for tradesmen who live between 97-161 radius kilometers from the work location. Employer pays 15¢ per radius kilometer beyond 161, plus travel time based on 1 hour's pay for each 80 radius kilometers to a maximum of 8 hours' pay. On termination, due to a reduction of staff, employer pays return expenses calculated in the same manner.</p> <p>Employer pays 8 hours' pay to assist in defraying costs of returning home for an employee with 3 months of continuous service at a construction site, residing in a camp.</p>
Tool Allowance:	Maximum \$250 coverage, for personal tools valued in excess of \$15, lost due to fire and for all tools lost by theft.

ADDENDUM

March 1981 Settlements

CONSTRUCTION

The Electrical Power Systems Construction Association, province-wide - Various Locals, IBEW Electrical Power Systems Construction Council of Ontario (Generation Projects Construction in the Electrical Power Systems Sector): A 24-month first agreement effective from May 1, 1980 to April 30, 1982, covering 1,100 employees, settled at the bargaining stage and ratified in March 1981. Duration of negotiations - 13 months.

Wages:	Effective	<u>May 5/80</u>	<u>May 1/81</u>	<u>Sept. 3/81</u>
	Increase		91¢-\$1.00	
	Journeyman, Bruce Project	\$13.10	\$14.01	
	Journeyman, Nanticoke Project	\$15.55	\$16.65	\$16.64*

*1¢ EPSCCO per hour is paid to union fund payments.

Hours of Work: 40 hours per week on Miscellaneous Projects of less than 1 year and with work force of less than 100 men at one time, and 38 hours per week on all others.

Call-In Pay: Minimum 1 1/2 hours work at appropriate premium rate.

Reporting Pay and Inclement Weather Pay: Minimum 3 hours' pay.

Welfare Fund: Employer contributes 7¢ - 79¢ per hour, depending on Project.

Pension Fund: Employer contributes 0 - \$1.00 per hour, depending on Project.

Mileage Allowance: 17¢ per kilometer.

Return Travel Allowance: Employer pays the equivalent cost of public transportation plus travel time based on 1 hour's pay for each 80 radius kilometers of travel to a maximum of 8 hours' pay for each 30 days worked on the Thunder Bay and Atikokan Projects, for an employee whose residence is more than 400 radius kilometers from the Project.

Subsistence Allowance: \$26 per day worked for an employee whose residence is more than 97 radius kilometers from the Project.

The following provisions are the same as reported for EPSCA with Local 1788, Electrical Workers; Overtime Pay, Paid Rest Periods, Shift Premium, Paid Holidays, Holiday and Vacation Pay, Welfare Fund (for Local 1788 members only), Overtime Meal Allowance, Travel Allowance (other than Return Travel) and Tool Allowance.

PERSONAL SERVICES

The Textile Rental Institute of Ontario, Centennial Hospital Linen Services and Booth Avenue Laundry Inc., Toronto and London Hospital Linen Service - Local 351, Laundry Workers (CLC): A 33-month early termination agreement effective from March 23, 1981 to December 31, 1983*, covering 425 employees, settled at the bargaining stage in March 1981. Duration of negotiations - 4 months.

*The agreement will terminate December 31, 1982 if negotiations for a scheduled wage reopener for the last year are unsuccessful. (The previous agreement scheduled to expire December 31, 1981 was terminated December 31, 1980 due to unsuccessful negotiations for a wage reopener in the last year.)

Wages:	Effective	<u>Jan. 1/81</u>	<u>Jan. 1/82</u>	<u>Jan. 1/83</u>
	Increases:			
	General Help	65¢	60¢	Wage Reopener
	Classified Help	65¢	65¢	
	Maintenance	80¢	80¢	
	General Help	\$5.35 (\$4.70)	\$5.95	
	Classified Help	\$6.40 (\$5.75)	\$7.05	
	Maintenance	\$8.00 (\$7.20)	\$8.80	
Class A Driver's Licence Premium:	50¢ per hour (new).			
Overtime Pay:	Time and one-half for all hours worked on Saturday and double time on Sunday except where worked as part of employee's regularly scheduled work week. (Previously, time and one-half on employee's sixth consecutive day of work and double time on the seventh consecutive day.)			
Paid Holidays:	Boxing Day is added for a total of 10 days.			
Paid Vacation:	3 weeks after 5 (6) years' service and 4 weeks after 20 (25) years.			
Health and Welfare:	<u>Employer Contribution</u> - Effective February 1, 1981, \$40 (\$30) per month per employee. Effective January 1, 1982, \$45.			
Safety Shoe Allowance:	\$30 (\$20) per pair for a maximum of 2 pairs per year.			

Negotiations in Progress during September 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Ne. St.
C & C Yachts Manufacturing Ltd., Niagara-on-the-Lake	Carpenters (AFL-CIO/CLC)	230	B
Canada Wire and Cable Ltd., (Leaside Plant), Toronto	Electrical Workers (UE) (CLC)	481	CO
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED/
Canadian Mine Enterprises Ltd., Elliot Lake**	Steelworkers (AFL-CIO/CLC)	240	B
Canadian Pittsburgh Glass Industries Ltd., Owen Sound	Glass and Ceramic Workers (AFL-CIO/CLC)	460	CO
Canron Inc. (Eastern Structural Div.), Toronto	Employees' Assn. (Ind.)	298	MED/
Cara Operations Ltd. (Airline Services Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	380	B
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	550	B
Champion Road Machinery Ltd. and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	600	CO
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	MED/
Cyanamid Canada Ltd., Welland	Energy and Chemical Workers (CLC)	420	B
Dominion Textile Inc. (Caldwell Consumer Products), Iroquois	United Textile Workers (AFL-CIO/CLC)	300	B
Dominion Textile Inc. (Long Sault Fabrics and Yarns Plants), Long Sault	United Textile Workers (AFL-CIO/CLC)	570	CO
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,400	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	454	PME

**Federal jurisdiction

* See page 620 for definition of codes

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Durham Regional Municipality	CUPE (CLC)	350	C0
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	500	B
Electrohome Ltd., Cambridge	Auto Workers (AFL-CIO/CLC)	335	C0
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL-CIO/CLC) (hourly-rated empls.)	1,180	C0
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	ARB
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical, full-time empls.)	1,740	PCB
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	435	B
Fleet Industries (Div. of Ronyx Corp.), Fort Erie	Machinists (AFL-CIO/CLC)	770	C0
Fortune Footwear (Div. of Susan Shoe Industries Ltd.), Hamilton	United Textile Workers (AFL-CIO/CLC)	250	C0
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	C0
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	303	B
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,320	B
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,165	B
Halton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	450	MED
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	C0
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	290	B
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	MED

**Federal jurisdiction

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Sta.
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC) (office, clerical, service, and maintenance empls.)	202	CO
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	505	B
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	205	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	MED
IBL Industries Ltd., Burlington	Employees Assn. (Ind.)	350	B
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	560	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	205	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	240	MED
Levi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	200	CO
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	390	F
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300	ARB
MTD Products Ltd., Kitchener	Auto Workers (AFL-CIO/CLC)	200	PCB
McGregor Hosiery Mills, Toronto	Textile and Chemical Union (CCU)	250	CO

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
McMaster University, Hamilton	Graduate Assistants Assn. (Ind.)	1,100	MED
Maple Leaf Mills Ltd., Port Colborne and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	284	B
Metropolitan Toronto Assn. for the Mentally Retarded	CUPE (CLC)	300	B
National Research Council of Canada Canada, Ottawa**	Research Council Employees (Ind.)	285	B
National Steel Car Corp., Hamilton	Steelworkers (AFL-CIO/CLC)	750	PCB
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	740	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,145	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	ARB
Northern Telecom Canada Ltd. (Telephone Distributing House-Shop and Warehouse and Western Region Installation Dept.), Toronto	Communications Workers (CLC)	805	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	10,100	B

*Federal jurisdiction

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne St
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	B
Ontario Jockey Club (Woodbine and Greenwood Race Tracks), Toronto	Hotel Employees (AFL-CIO/CLC)	200	C
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	P
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	B
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	C
Peel Board of Education	CUPE (CLC) (caretakers)	444	C
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough, Victoria, Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	380	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	465	W

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Kennew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed (Ind.)	425	B
Kennew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	257	F
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	ARB
Scarborough Borough Board of Education and others	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	8,910	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	325	F
Union of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	240	MED/WS
Valenti Slipper Co. - Valenti Shoes Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	365	B
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	WS
Steel Co. of Canada Ltd. (Page-Hersey Works), Welland	Electrical Workers (UE) (CLC)	965	B
Steel Co. of Canada Ltd. (Welland Tube Works), Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	700	B
St. Mary's, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
St. Mary's District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
St. Thomas Specialties Ltd., Windsor	Rubber Workers (AFL-CIO/CLC)	200	B

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Me St
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	300	C
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	2,725	B
Toronto General Hospital and 128 other hospitals, province-wide	Ont. Nurses' Assn. (Ind.) (full- time and part-time empls.)	23,165	A
Travelways School Transit Ltd. (Markham Div.), Markham	Railway, Transport and General Workers (CLC)	200	B
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	A
University of Toronto (Libraries)	CUPE (CLC)	436	M
University of Toronto Govern- ing Council	Cdn. Union of Educational Workers (Ind.)	1,800	P
Victoria Hospital and others, southwestern Ontario	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,000	A
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	360	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	880	P
Windsor Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	810	M
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	M
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	M
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,200	B
York University, Toronto	Cdn. Union of Educational Workers (Ind.) (graduate students) (Units I and II)	760	C

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Nég'n Stage
<u>More Than One Province</u>			
all Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	17,000	B
all Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	600	B
all Canada, Que. and Ont.**	Communications Workers of Canada (CLC) (craft and service empls.)	23,205	B
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075	B
Government of Canada (Treasury Board)**	Economists' Sociologists' and Statisticians Assn. (Ind.)	2,275	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (computer systems administration group)	2,095	PCB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	47,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	1,800	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	2,900	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment oper- ations group)	660	B
Pole Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont.**	Food and Commercial Workers (AFL- CIO/CLC)	540	B
National Research Council of Canada, Canada-wide**	PIPS (Ind.) (professional and scien- tific category) (research officers and research council officers)	850	B

*Federal jurisdiction

Negotiations in Progress during September 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (Country Elevator, office, farm service, printing and publishing, live stock, terminal elevator divs. and construction repair dept. empls.)	2,500	B
Upper Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO
Wardair Canada, system-wide**	Air Line Flight Attendants (CLC)	700	WS

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in October 1981

Employer and Location	Union	No. of Empls.
Operations Ltd. (Airline Services Div.). Mississauga	Hotel Employees (AFL-CIO/CLC)	380
General Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL- CIO/CLC)	435
Frankel Steel Ltd., Milton	Structural Iron Workers (AFL- CIO/CLC)	350
Gregor Hosiery Mills, Toronto	Textile and Chemical Union (CCU)	250
National Steel Car Corp., Hamilton	Steelworkers (AFL-CIO/CLC)	750
Northern Telecom Canada Ltd. (Telephone Distributing House-Shop and Warehouse), Toronto	Communications Workers (CLC)	384
Northern Telecom Canada Ltd. (Western Region Installation Dept.), province-wide	Communications Workers (CLC)	375
Walker Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL-CIO/CLC)	400
Wool Slipper Co.-Valenti Shoes Ltd., Toronto	Food and Commercial Workers CIO/CLC)	365
Steel Co. of Canada Ltd. (Page-Hersey Works), Welland	Electrical Workers (UE) (CLC)	965
W. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	200





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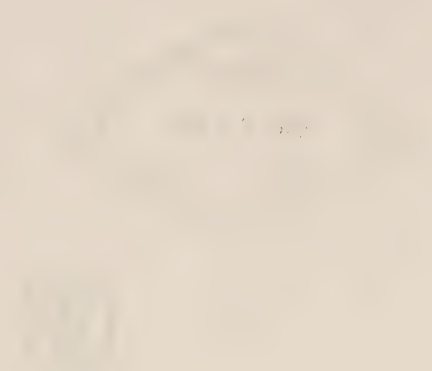
Ontario

LABOUR CANADA
OTTAWA

1/ ONTARIO 2/ MINISTRY OF LABOUR
TORONTO

3/ COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
October 1981

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



10/10/2023

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Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in October 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in November 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

November 29, 1981

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Highlights

Teachers Settlements. Salary parity with secondary school teachers in the Toronto area was the main goal of elementary school teachers throughout Metro in the 1981-82 round of contract negotiations concluded in early October. The 8,900 teachers, employed by seven boards of education and covered by two-year agreements which expired August 31, 1981, also sought comparable salary schedules for each of the area's school boards. The existing pay disparities were largely due to problems arising from declining school enrolment. The problems eventually led in 1979 to fragmentation of the joint bargaining structure, as teachers attempted to resolve specific local issues in separate negotiations with their respective employers. Although the current contract talks were also conducted separately for each city and borough in Metro Toronto, they were concurrent everywhere, except in the City of Toronto, and were carried on for the seven school boards by the same Metro-wide negotiating team. All of the new agreements were settled in direct bargaining, with the earliest one reached between the Toronto Board of Education and its 2,330 teachers.

The new one-year agreement provided the Toronto City elementary school teachers with a basic salary increase of 12.7 per cent plus an additional \$100 designed to equalize their salaries with those paid to their colleagues in the rest of Metro Toronto in 1980-81. For that school year, the Toronto City teachers accepted lower increases to help to retain 57 special education teachers in excess of the present staffing formula. Under the new contract terms, the teachers also agreed to give up the existing cost-of-living provision in return for a lump sum of \$150 payable in October 1982. The amount is expected to closely match a COLA payment to be made to Metro's secondary school teachers upon the termination of their two-year contracts in August 1982. Other changes negotiated by the elementary school teachers included higher responsibility allowances, improved health and dental plans and a revised staffing formula which will allow each of the seven boards to hire more special education teachers. Generally, the new pact ensured that the elementary school teachers received the same fringe benefits as their secondary counterparts and provided the sought-after salary parity for the elementary and secondary panels in the area.

A week later the Metro-wide negotiating team reached separate but identical one-year agreements with the remaining 6,500 elementary school teachers in North York and the Boroughs of East York, Etobicoke, Scarborough and York. Similar monetary terms were also approved earlier in two-year agreements for 2,800 secondary school teachers in the City of Toronto and York Borough and in one-year agreements for 2,380 secondary school teachers in North York and 4,850 separate school teachers in Metropolitan Toronto. [For complete details of the last three settlements see pp. 242, 312 and 388 of the April, May and June 1981 issues of this report.] In effect, all public school teachers in the area attained the same contract schedule, and both the public and separate schools' contracts, covering a total of about 22,500 teachers, will now expire on a common date of August 31, 1982.

The seven elementary school teachers' agreements in Metro Toronto and 10 other major contracts (each covering 200 or more teachers) settled in October, brought to 96 the number of current major agreements in the Ontario public and separate school system. The 96 contracts, representing 76.8 per cent of the 125 major teachers' agreements in the province, affected 73,400 elementary and high school teachers, or 78 per cent of an approximate 94,000 teachers in the major units. Of the 96 agreements, 38 were settled during the previous bargaining round for a two or three-year term ending in August

1982 or 1983. The remaining 58 agreements, involving a total of 46,260 teachers, were concluded in the current bargaining year, leaving unresolved 29 of the 87 major situations actually negotiating in 1981-82.

Relatively few of this year's settlements covered multi-year terms, as only 13 of the 58 new contracts spanned periods of more than one year. There also was a substantial decline in formal third party involvement in the final stages of negotiations, as only 6 of the settlements were concluded with the assistance of fact finders or mediators, while the remaining 52 agreements were reached in direct negotiations. None of the 1981-82 bargaining situations involved work stoppages. The three teachers' strikes which did take place in the spring of 1981 related to negotiations carried over from the school year ending in August 1980. They involved 487 separate school teachers in Essex County (9 school days), 40 teachers at the United Synagogue Day School in Toronto (4 school days) and 350 secondary school teachers in Leeds and Grenville County (30 school days). The strikes were ended with mediated settlements of a two-year duration. The Essex County strike was staged in March, largely over pupil-teacher ratios and the board's layoff policy. It was marked by teacher charges of strikebreaking tactics after the board offered to hire supply teachers at double the normal rate. The eventual settlement provided a three-stage salary increase of 18 per cent over two years and some improvements in responsibility allowances and health benefits. The Leeds-Grenville teachers, on strike since May 7 over the issues of class sizes, salaries and tenure, accepted in early September a mediator's recommendation for a settlement. It averted the threat of back-to-work legislation and final offer selection (both stipulated in Bill 124 passed by the Ontario Legislature on July 3), which could have been ordered if there had been no local resolution of the dispute before the new school year started. The new contract provided a salary increase of 9.7 per cent in the first year and a further 12.1 per cent in 1981-82. The second year increase was supplemented with a COLA provision, triggered at a 12.5 per cent rise in the CPI and capped at \$500. The agreement also set a "definite maximum" class size, but with provision for some classes to exceed the maximum. [See respectively pp. 234 and 587 of the April and September 1981 issues of this report for details of these two settlements.]

The 58 new agreements concluded to date provided 1981-82 salary increases ranging from 9 to 15 per cent, with the majority calling for annual increases of between 12 and 13 per cent. The longer term contracts included second and third year increases in the 9 to 13 per cent range, in most instances supplemented with a triggered COLA provision or guaranteed lump sum payments. The present escalator clauses were maintained or modified in 10 of the 58 agreements, while in 11 cases the existing provisions were discontinued in return for higher direct increases or additional year-end payments. New COLA provisions were negotiated for the second year in four of the longer term contracts, with two of them utilizing the percentage rise in the CPI, minus 1.5 per cent, for setting the final year salary increase. A second year salary reopener was provided in one of the agreements.

During the current round of negotiations the teachers, anticipating a continuous school enrolment decline, were mainly concerned with their incomes and jobs. Consequently, their issues of priority, aside from salaries and fringe benefits, included a broadening of education policies to cover smaller classes and more specialized programs, ranging from day care and nursery age classes to adult and recreational education. The surplus of

teachers also created problems in establishing equitable layoff procedures for both the senior teachers and junior specialists. In effect, the negotiated fringe benefit provisions included not only the usual improvements in various kinds of allowances, insurance benefits, and professional development funds, but also a number of new or modified clauses related to early retirement incentives, severance pay, sabbatical and deferred salary leaves, other paid or unpaid absences, pupil-teacher ratios and staffing formulas, designed to alleviate the impact of teacher redundancies.

Hospital Nurses Settlement. The recently concluded contract negotiations for hospital nurses in Ontario were conducted on a province-wide basis for the first time since 1974. Following the September 30, 1976 expiration date of a centrally negotiated settlement, the Ontario Nurses Association (ONA) had reverted to an individual bargaining structure, in which the first hospital agreement concluded set a settlement pattern for nurses' contracts in other hospitals across the province. The subsequent 1976-78 and 1978-80 agreements were based on arbitrated settlements for Wellesley Hospital in Toronto and Kingston General Hospital, respectively. The Kingston award provided salary increases of approximately 7 per cent in each year of a two-year contract, running through September 30, 1980. In the course of the separate bargaining, most disparities in nurses' salaries and major benefits were eliminated, but certain variations in contract language and weekly work hours (ranging from 37.5 to 40 hours) remained. Also, the hospital-by-hospital negotiations, often ending in conciliation or compulsory arbitration, proved to be time consuming and expensive. In consequence, at the outset of the 1980 contract renewal talks, the ONA returned to centralized bargaining in an attempt to obtain standardized benefits, working conditions, job responsibilities and promotion opportunities for their members at all hospitals in the province. The present negotiations involved 24,200 full-time and part-time nurses at 132 hospitals, who chose to be represented in the joint talks by the Ontario Hospital Association (OHA).

The ONA's original contract proposals included a salary increase of 26 per cent in the first year and 15 per cent in the second year of an agreement running through September 30, 1982. The increases, when compounded, would have ranged from about 42 per cent on starting salaries to 54.6 per cent on top rates over the two years. They were intended to restore the relationship between salaries of Ontario nurses and those in British Columbia. After nearly a year of negotiations, the ONA and the OHA remained far apart on the issue of salaries along with about 100 other items and in March 1981 the dispute was submitted to arbitration. Pending the board's long-delayed ruling, a number of hospitals unilaterally granted their nurses a 19 per cent interim pay increase in early October. The figure corresponded to the OHA's last offer of an increase of 9.5 per cent in each year of the new contract.

The eventual award, handed down on October 23, dealt with central issues and left local issues to be resolved in individual negotiations. In the matter of salary increases, the award did not deal in percentages but established new rates for each of the eight categories of full-time registered nurses. The new rates were implemented in four stages at six-month intervals over the two year term. The starting salary was brought up to \$1,900 per month by April 1, 1982, resulting in a 31 per cent increase over the previous \$1,450. The present lower starting rates for nurses with less than one year's experience were eliminated. The top rate was set at \$2,165 per month during the last six months of the contract,

representing a 29.2 per cent increase on the \$1,676 paid to registered nurses with seven years of experience at the end of the previous agreements.

The award introduced a standard 7 1/2-hour work shift for nurses across the province, eliminating the 7 $\frac{1}{4}$ or 8-hour shifts prevailing at about one-half of the hospitals. It also included a number of uniform benefits applicable to all hospitals, except for those having superior provisions in the existing individual contracts. The standardized provisions pertained to shift premiums, a variety of pay guarantees and allowances, and insured benefits. In the latter area, the employers' share of premium costs for providing the health and welfare plans was increased and new benefits were added to cover accidental death and dismemberment, hearing aids, vision care and comprehensive dental care. Also, the sick leave provisions existing in two-thirds of the previous contracts were replaced by short-term and long-term leave plans. The new plans contain benefits at least equivalent to the Hospital of Ontario Disability Income Plan. The benefit changes also applied to part-time nurses and resulted in an increase in their payments in lieu of fringe benefits from the previous 12 per cent to 14 per cent of their straight time hourly rates. The hourly rates for regular part-time nurses were set at levels comparable to those for full-time nurses, while rates for casual part-time nurses were fixed at the starting salary level regardless of experience and training.

The arbitration award formed a basis for nurses' settlements at the remaining unionized hospitals which opted out of centralized bargaining and continued to negotiate separate agreements. The new contracts resulted in temporary pay parity between nurses in Ontario and British Columbia, bringing the starting salary rates to the same level on April 1, 1982. However, on that date the B.C. nurses' contracts will be due for revision while the Ontario agreements will still have six months to run.

Employer and Location	Union	Page
C & C Yachts Manufacturing Ltd., Niagara Niagara-on-the-Lake	Carpenters (AFL-CIO/CLC)	637
Canada Wire and Cable Ltd., East York	Electrical Workers (UE) (CLC) (hourly-rated empls.)	640
Canadian Lake Carriers' Assn., Great Lakes and St. Lawrence	Cdn. Marine Officers (AFL-CIO/CLC) (marine engineer officers)	642
Canadian Lake Carriers' Assn., Great Lakes and St. Lawrence	Merchant Service Guild (CLC) (deck officers)	643
Canadian Mine Enterprises Ltd., Elliot Lake	Steelworkers (AFL-CIO/CLC)	641
Canron Inc., Eastern Structural Div., Rexdale	Employees' Assn. (Ind.)	630
Champion Road Machinery Ltd., and Gearco Ltd., Goderich	Machinists (AFL-CIO/CLC)	631
Chateau Laurier Hotel, Ottawa	Railway, Transport and General Workers (CLC)	665
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	644
East York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. (Ind.) and Ont. Public School Men Teachers' Fed. (Ind.)	645
Eastern Steelcasting, Div./Ivaco Inc. and Ivaco Rolling Mills, Div./Ivaco Inc. L'Orignal	Steelworkers (AFL-CIO/CLC)	629
Electrohome Ltd., Cambridge (Galt)	Auto Workers (AFL-CIO/CLC)	638
Electrohome Ltd., Kitchener	Electrical Workers (IBEW) (AFL-CIO/CLC)	639
Etobicoke Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	645
Fleet Industries, a div. of Ronyx Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	633
Fortune Footwear, div. of Susan Shoe Industries Ltd., Hamilton	United Textile Workers (AFL-CIO/CLC)	627

Employer and Location	Union	Page
Government of Canada (Treasury Board)	Professional Institute (CLC) (computer system administration group)	668
Government of Canada (Treasury Board)	PIPS (Ind.) (defence scientific service group)	669
Halton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	646
Halton Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	646
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	647
Holiday Inn of Don Valley of the Commonwealth Holiday Inns of Canada Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	665
The Hotel Assn. of Metropolitan Toronto	Hotel Employees (AFL-CIO/CLC)	671
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	647
Lakehead Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	648
McGregor Hosiery Mills, Toronto	Cdn. Textile and Chemical Union (CCU)	628
McMaster University, Hamilton	Cdn. Educational Workers (Ind.)	657
National Research Council of Canada	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	669
National Steel Car Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	636
Niagara Regional Municipality (Homes for Senior Citizens) Niagara Falls, Port Colborne, St. Catharines and Welland	CUPE (CLC)	664
North York City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	649

Employer and Location	Union	Page
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	670
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	631
Religious Hospitallers of Saint Joseph of the Hotel Dieu of Kingston	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (full- time and part-time empls.)	659
Renfrew County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	651
Scarborough Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	651
Simcoe County Board of Education	OPSEU (NUPGE) (CLC)	652
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	652
Star Slipper Co. Ltd., and Valenti Shoe Ltd., Toronto	Food and Commercial Workers (AFL-CIO/CLC)	627
Sudbury Board of Education	CUPE (CLC) (custodial, maintenance, construction and transportation empls.)	653
Swiss Chalet Employers' Assn., province-wide	Cdn. Restaurant Employees (Ind.)	666
Toronto City Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	654
Toronto General Hospital and 131 other hospitals in Ontario	Ont. Nurses' Assn. (Ind.) (full- time and part-time nurses)	661
University of Toronto (Libraries)	CUPE (CLC) (non-professional empls.)	658
Walker Exhausts, a div. of Tenneco Canada Corp., Cambridge	Steelworkers (AFL-CIO/CLC)	634
Windsor Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	655

Employer and Location	Union	Page
York Borough Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	656
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	656

LEATHER

Fortune Footwear, division of Susan Shoe Industries Limited at Hamilton - Local 369, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 4, 1981 to September 3, 1983, covering 275 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Oct. 28/81</u>	<u>Sept. 4/82</u>	<u>Dec. 4/82</u>
	General Increases	40¢ on base rate; 97¢ on incentive rate*	40¢ on base rate	30¢ on incentive rate*
	Conveyor Unloader	\$4.89 (\$4.49)	\$5.29	
	Barwell Operator	\$5.74 (\$5.34)	\$6.14	

*Includes fold-in of add-on from previous agreement.

Retroactive Pay:	Effective October 28, 1981 for all employees on the payroll, 40¢ per hour worked from September 4, 1981.
Cost of Living Allowance:	Effective September 4, 1982, on incentive rates only, 3¢ for each full 1% rise in the Consumer Price Index - 1971=100. Triggers at 10%. Adjusted quarterly. (Provision is re-established.)
Christmas Bonus:	\$25, plus payment at base rate for the 3 hour afternoon on Christmas Eve or the last working day in lieu thereof, for regular employees who have completed the probationary period. (Previously, 2 hours at base rate only.)
Health and Welfare:	<u>Weekly Indemnity</u> - 4 weeks at \$72 (\$60) for over 3 months to 1 year's service, 13 weeks at \$72 (\$60) for over 1 year's service and 13 weeks at \$120 (\$100) for over 5 years.
Pension Plan (new):	Employer contributes 15¢ per hour worked, up to a maximum of 40 hours per week for eligible employees.

Star Slipper Co. Ltd. and Valenti Shoe Ltd. at Toronto - Local 82, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 4, 1981 to October 3, 1984, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Oct. 4/81</u>	<u>Oct. 4/82</u>	<u>Oct. 4/83</u>
	General Increases	40¢	40¢	Wage Reopener
	<u>Base Rates</u>			
	Labour - A4	\$4.90 (\$4.50)	\$5.30	
	Labour - A1	\$5.32 (\$4.92)	\$5.72	

Previous rates are the result of a COLA fold-in and a Wage Reopener general increase of 30¢ per hour effective October 4, 1980.

Cost of Living Allowance:	2¢ per hour per 1% increase in the Consumer Price Index. Triggers at 2% above the CPI increases of the 6 months previous to April 4, 1982 in the second year, and April 4, 1983 in the third year. (Previously, triggered at 6% per year.)
Bereavement Leave:	2 (1) days' paid leave to attend the funeral of husband, wife, father and mother and 2 days' (new) for child, sister and brother.
Health and Welfare:	OHIP - Employer pays 75% (50%) of premium costs. Subject to review on the third year of the contract. Dental Plan (new) - Employer pays 50% of premium costs for employees with a minimum of 6 months' service. Other details still under discussion.

KNITTING MILLS

McGregor Hosiery Mills at Toronto - Canadian Textile and Chemical Union (CCU): A 24-month renewal agreement effective from October 23, 1981 to October 22, 1983, covering 250 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 23/81</u>	<u>Oct. 23/82</u>
	General Increases	50¢	50¢
	Skilled Trades Adjustments	15¢-50¢ for Labour Grades VIII-XII	15¢-50¢ for Labour Grades VIII-XII
	Additional Adjustments	15¢ for Labour Grade III; 10¢ for Labour Grades II-V	
	Labour Grade I (includes Finisher)	\$4.90 (\$4.40)	\$5.40
	Labour Grade XII (Tool and Die-Maker "A")	\$11.30 (\$10.30)	\$12.30
	Probationary period is 60 days of work performed (previously 3 months within a continuous period of 6 calendar months).		
Shift Premium:	Effective October 23, 1982, 30¢ (28¢) per hour.		
Paid Holidays:	1 additional holiday between Christmas and New Years is added for a total of 10 days.		
Paid Vacation:	3 weeks after 6 (7) years' service and 4 weeks after 16 (20) years.		
Health and Welfare:	OHIP - Employer pays 50% of premium costs for an employee with 6 months' service (new), 75% (50%) for an employee with 12 months' service and 100% (80%) for 24 months' service.		

PRIMARY METAL

Eastern Steelcasting Division/Ivaco Inc. and Ivaco Rolling Mills, Division/Ivaco Inc.* at L'Orignal - Locals 8794 and 7940, Steelworkers (AFL-CIO/CLC): Two 34-month renewal agreements effective from October 30, 1981 to August 31, 1984, with wages retroactive to September 1, 1981, covering 450 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 1/2 months.

*Sivaco Quebec, Division/Ivaco Inc. and Infasco, Division/Ivaco Inc. both at Mariville, Quebec and represented by Steelworkers' Locals 6818 and 6839 respectively, bargained jointly on monetary items only with the L'Orignal plants. Their benefits covering 860 employees are similar to those of the L'Orignal units. Wages are 5¢ below Ontario rates.

Wages:	Effective	Sept. 1/81	Sept. 1/82	Sept. 1/83
General Increases		\$1.05	15¢	15¢
Job Class Increment		15.7¢ (13.7¢)	17.7¢	19.7¢
<u>Ontario</u>				
Class 2 (Labourer)		\$9.607 (\$8.537)	\$9.777	\$9.947
Class 20 (Electronic Repairman)		\$12.433 (\$11.003)	\$12.963	\$13.493

Cost of Living Allowance: 1¢ per 0.3 point increase in the Consumer Price Index - 1971=100, using August 1981 as the base index. First adjustment is paid January 1982, thereafter adjusted and paid quarterly. (Basic formula is unchanged.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Paid Vacation: 4 weeks after 12 (15) years' service.

Health and Welfare: Life Insurance - \$18,000 (\$10,000) coverage.

Life Insurance for Future Retirees (new) - \$1,000 coverage.

Long Term Disability (new) - Employer pays 75% of premium costs. Benefit is \$400 per month, commencing upon completion of weekly indemnity benefits. Payable for a maximum of 5 years.

Dental Plan (new) - Effective January 1, 1982, employer pays 75% of premium costs for a basic plan with 80%/20% co-insurance. Maximum benefit is \$1,500 per person per calendar year. Payments are based on the current Ontario Dental Association fee schedule.

METAL FABRICATING

Canron Inc. Eastern Structural Division at Rexdale - Employees' Association (Ind.):
A 24-month renewal agreement effective from July 14, 1981 to July 13, 1983, covering 272 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	July 14/81	July 14/82
General Increases		13%	11%
COLA Fold-in		53¢	
Additional Adjustments		Some classification adjustments and new classifications	
Helper - Hired before March 1, 1973		\$9.65 (\$8.01)	\$10.71
Group 1 (includes Certified Electrician)		\$11.02-\$11.42 (\$9.22-\$9.58)	\$12.23-\$12.68

Probationary period is 45 days worked in the first 6 months from date of first employment. Maximum rate for Certified Electrician is reached after 20 months' service.

Cost of Living Allowance: Effective September 1981, 1¢ per 0.5 rise in the Consumer Price Index - 1971=100, using June 1981 as the base index month. Adjusted and payable quarterly. (Basic formula is unchanged.)

Shift Premium: 0-30¢-35¢ (0-25¢-30¢). Effective July 14, 1982, 0-35¢-40¢.

Overtime Pay: Double time after 11 1/2 overtime hours worked per week (new).

Paid Holidays: 1/2 day before Christmas and 1/2 day before New Year's is added for a total of 12 days.

Vacation Pay: 4 1/2% (4%) after 1 year's service, 6 1/2% (6%) after 5 years, 7 1/2% (7%) after 8 years, 8 1/2% (8%) after 12 years, 9 1/2% (9%) after 15 years and 10 1/2% (10%) after 20 years.

Bereavement Leave: Grandchild is added for up to 3 days' paid leave.

Health and Welfare: Weekly Indemnity - Maximum benefit increases to \$189 (\$159) per week.

Dental Plan - Restorative services and prosthodontic services - fixed (once every 3 years) are added on a 50%/50% co-insurance basis.

Pension Plan: Contributory Plan - \$15,200 limit in 1981 (\$12,200 limit in 1979).

Meal Allowance: \$2.50 (\$2.00) after 2 hours' overtime.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 18/81</u>	<u>Sept. 1/82</u>	<u>Apr. 1/83</u>
General Increases		16%	12%	30¢
Experienced Helper		\$7.99 (\$6.89)	\$8.95	\$9.25
Machinist "A"		\$10.61 (\$9.15)	\$11.88	\$12.18

Lump Sum Settlement Pay: \$200 for employees who return to work.

Premium Pay: 15¢ per hour above the Welder "A" and Fitter "A" rate for employee designated as one of these classifications or as a Layoutman while working on stainless steel or aluminum material for more than one shift (new).

Health and Welfare: Weekly Indemnity - Effective October 18, 1981, benefit is \$190 per week for all classifications. Effective May 24, 1982, \$215 per week. (Previously, \$150 for A and B rates and \$135 for below B rate.)

Major Medical (new) - Effective January 1, 1982, employer pays 100% of premium costs for a drug plan. Deductibles are \$25/single and \$50/family. Effective January 1, 1983, deductible is \$25 for both.

Dental Plan (new) - Effective October 18, 1981, employer pays 100% of premium costs. Deductibles are \$25/single and \$50/family. Payments are based on the 1981 Ontario Dental Association fee schedule. Effective January 1, 1983, payments are based on the 1982 ODA fee schedule.

Pension Plan: Effective January 1, 1982, \$11 (\$10) per month per year of service. Effective January 1, 1983, \$12 per month per year of service.

Chief Steward: Up to 15 (10) hours per week at his regular straight time rate for union activities.

MACHINERY

Champion Road Machinery Ltd. and Gearco Ltd. at Goderich - Local Lodge 1863, Machinists (AFL-CIO/CLC) (510 hourly rated and 95 salaried employees): Two 24-month renewal agreements. Production unit agreement effective from August 16, 1981 to August 15, 1983. Office unit agreement effective from June 24, 1981 to June 23, 1983. Both settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	<u>Production Unit*</u>	
	Effective	Aug. 16/81 Aug. 16/82
	General Increases	6% 6%
	General Labour	\$10.53 (\$9.94) \$11.16
	Machinist 1	\$12.50 (\$11.80) \$13.25
	Electronic Technician	\$12.82 (\$12.10) \$13.58
Previous rates reflect 75¢ COLA Fold-in.		
*Office unit employees received commensurate rate increases. Other provisions reported below pertain to both agreements except where otherwise noted.		
Cost of Living Allowance:	1¢ per 0.3 point increase using the June Consumer Price Index - 1971=100. Triggers at 4% (6%). Folded into wage rate quarterly	
Hours of Work:	Hourly employees - 37 1/2 per week; salaried employees - 36 per week (unchanged).	
Shift Premium:	7% above the normal weekly wages, including overtime, for all hours worked on the afternoon or night shift (unchanged).	
Paid Holidays:	16 days (unchanged).	
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 15 years, 6 weeks after 20 years and 7 weeks after 25 years (unchanged).	
Vacation Bonus:	1981-1982 vacation year - \$38 (\$25) per week of vacation. 1982-1983 vacation year - \$41.	
Health and Welfare:	Life Insurance and A.D. & D. - Effective November 1, 1981, \$18,000 coverage. (Previously \$14,000 for employees without dependents and \$16,000 for employees with dependents.) Optional coverage (new) - Employees may purchase an additional equal amount of coverage. Life Insurance for Pensioners - Effective November 1, 1981, \$2,500 (\$2,000) coverage.	
	Weekly Indemnity (Production Agreement Only) - The employer will assume full financial responsibility to pay employees for lost income during the 3 day waiting period. (Previously, the loss was covered through payments from a fund as long as the fund was solvent.) The employee's portion of the UIC premium rebate will now be retained by the employer.	
	Long Term Disability (new) - Pays 50% of wages less any applicable statutory benefits received.	
	Major Medical - Effective September 1, 1981, \$35 (\$20) for the first psychologist visit and \$20 (\$10) for subsequent visits to a maximum of \$200 (unchanged) per year.	

Hearing Aids - \$500 (\$300) lifetime maximum.

Semi-Private Coverage - The maximum payable will be removed.

Ambulance Services - The maximum payable will be removed.

Vision Care - Effective September 1, 1981, \$60 (\$50) per family member per year for prescription glasses or contact lenses.

Dental Plan - Effective September 1, 1981, payments are based on the current Ontario Dental Association fee schedules for each year of the agreement (1979). Add periodontic coverage. Remove maximum payable on root canals and plaque control.

Pension Plan: Basic Benefit - Effective September 1, 1981, \$15 (\$13.50) per month per year of service.

Lump Sum Payment to Past Retirees - \$25,000 to be made available by employer for distribution based on number of years of service.

Safety Shoe Allowance: Effective August 15, 1981, \$50 (\$45) once per year. Effective August 15, 1982, \$55.

TRANSPORTATION EQUIPMENT

Fleet Industries, a division of Ronyx Corporation Ltd. at Fort Erie - Frontier Lodge 171, Machinists (AFL-CIO/CLC) (700 hourly shop operation employees): A 24-month renewal agreement effective from October 1, 1981 to September 30, 1983, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Oct. 1/81	Oct. 1/82
COLA Fold-in		\$1.59	
Prepaid COLA		33¢	
General Increases		3%	3%
Job Level 1 (includes Labourer)		\$9.27-\$10.36 (\$7.08-\$8.14)	\$9.55-\$10.67
Job Level 5 (includes Maintenance Electrician)		\$11.53 (\$9.27)	\$11.88
Job Level 7 (includes Tool and Die Maker)		\$12.26 (\$9.98)	\$12.63
Job Level 8 (Jig Borer)		\$12.58 (\$10.29)	\$12.96

Cost of Living Allowance: 1¢ per 0.3 increase in the Consumer Price Index - 1971=100 and beyond 250 points. Calculated quarterly starting December 1981. Allowances generated treated as an add on. (Previous trigger 200 points. A 24¢ prepaid COLA was folded in October 1, 1980.)

Hours of Work: 40 per week (unchanged).

Paid Holidays: 8 plus Christmas shutdown period between 12:00 noon December 24 and 8:00 a.m. January 2 (unchanged).

Paid Vacation: 2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years and 6 weeks after 27 years (unchanged).

Health and Welfare: Weekly Indemnity - \$200 with no UIC "carve out." (Previously, \$175 with "carve out" after 2 weeks.) Holidays and plant shutdown vacation periods which occur while an employee is on Weekly Indemnity will be rescheduled for that employee (new).

Pension Plan: Basic Benefit - \$13 per month per year of service in 1982 or 198 (previously \$9 prior to 1977 and \$10 thereafter.) Effective in 1984 or 1985, \$15.

Current Retirees - Increase of \$3 per month per year of service if retirement took place prior to October 1, 1974 and by \$1 if retirement took place between October 1, 1974 and October 1, 1981.

Survivor Benefit - 50% pension for the widow of a married retiree who dies after retirement (new).

Living Allowance: \$20 (\$14) per day for overnight stays. Up to \$30 (\$21) if stay is in Europe. Hotel charge is covered separately.

Union Leave: Plant Chairman (Chairman of the Union Bargaining Committee) - Full time off at regular rate of pay in order to administer the agreement. (Previously, time off as was reasonably necessary.)

Members of Plant Committee - Half hour paid lunch period (new).

Notice of Layoff: In accordance with provincial statute. (Previously, 3 working days or days' pay.)

Walker Exhausts, a division of Tenneco Canada Corp. at Cambridge - Local 2894, Steelworkers (AFL-CIO/CLC): A 40-month early termination agreement* effective from October 11, 1981 to February 8, 1985, covering 40 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Previous agreement was scheduled to expire February 4, 1982.

Wages:	Effective	Oct. 11/81	Feb. 6/83	Feb. 5/84
Increases:				
Skilled Trades		\$1.50	\$1.40	\$1.40
Non-incentive		90¢-\$1.10	80¢-\$1.00	80¢-\$1.00
Incentive		75¢	65¢	65¢
Additional Adjustments		10¢ for Electrician and Maintenance Journeyman; Oiler/Maintenance classification added		

	<u>Oct. 11/81</u>	<u>Feb. 6/83</u>	<u>Feb. 5/84</u>
General Labour	\$8.08 (\$7.18)	\$8.88	\$9.68
Tool & Die Journeyman	\$10.12-\$10.72 (\$8.62-\$9.22)	\$11.52-\$12.12	\$12.92-\$13.52
Probationary period is 45 days. Maximum rates for Tool & Die Journeyman are reached with 6-month increases.			
Shift Premium:	0-29¢-39¢ (0-26¢-36¢). Effective February 6, 1983, 0-31¢-41¢. Effective February 5, 1984, 0-34¢-44¢.		
Lead Hand Premium:	20¢ per hour for employee not involved with incentive operations (new).		
Acting Pay:	An hourly-paid employee temporarily transferred to a higher hourly-paid job classification receives the higher rate of pay for all hours worked (new).		
Special Pay:	A Die Setter, while working directly with an incentive operator receives the average rate paid to the incentive operator working on the same shift in the same department, or his base rate, whichever is greater (new).		
Paid Vacation:	3 weeks after 5 (6) years' service. Effective February 6, 1983, 5 weeks after 24 (25) years. Effective February 5, 1984, 4 weeks after 13 (14) years.		
Bereavement Leave:	1 day's paid leave if unable to attend the funeral of an immediate family member (new). Step-mother and step-father are added to the provision for 3 days' paid leave to attend the funeral.		
Health and Welfare:	Life Insurance - \$12,500 (\$11,500) coverage. Effective February 6, 1983, \$13,000. Effective February 5, 1984, \$13,500.		
	<u>Weekly Accident and Sickness</u> - Maximum benefit increases to \$160 (\$135) per week. Effective February 6, 1983, \$170. Effective February 5, 1984, \$180.		
	<u>Dental Plan</u> - Effective November 1, 1981, payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective February 6, 1983, payable on a 90%/10% (80%/20%), co-insurance basis. Effective February 5, 1984, payments are based on the 1984 ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$7.25 (\$6.25) per month per year of credited service for future retirees. Effective February 6, 1983, \$8.50. Effective February 5, 1984, \$9.		
	<u>Joint and Survivorship Option (new)</u> - Provides for a reduced benefit during employee's lifetime, with the provision that, after death spouse will receive 1/2 or 2/3 of reduced pension during remaining lifetime. Or, employee may elect a 120-Month Certain and Life Option with the provision that, if he dies before receiving 120 monthly installments of such reduced pension, the remainder of such 120 monthly installments, or the cumulated value thereof, shall be paid to the beneficiary, or to the employee's executor or administrator.		
Safety Shoe Allowance:	\$25 (\$18) per year. Effective February 5, 1984, \$30.		

National Steel Car Ltd. at Hamilton - Local 7135, Steelworkers (AFL-CIO/CLC)
(600 hourly rated plant employees*): A 36-month renewal
 agreement effective October 5, 1981 to October 4, 1984, settled
 with mediation assistance. Duration of negotiations - 5 months.

*800 employees are currently on temporary lay-off status.

Wages:	Effective	Oct. 5/81	Oct. 5/82	Oct. 5/83
COLA Fold-ins		67¢		Allowance generated during second year
General Increases	\$1.50		45¢	35¢
Adjustments				
Skilled	25¢		25¢	25¢
Designated Occupations	12¢		12¢	12¢

Day Workers

Janitor	\$9.93 (\$7.76)	\$10.38	\$10.73
Machinist Gr. II	\$11.66-\$11.72 (\$9.24-\$9.30)	\$12.36-\$12.42	\$12.96-\$13.02
Die Sinker Gr. I	\$12.35-\$12.45 (\$9.93-\$10.03)	\$13.05-\$13.15	\$13.65-\$13.75

Previous rates reflect 47¢ COLA folded in October 5, 1980.

Piece Workers - Receive the full increases, adjustments and COLA fold-ins to base rates as outlined for day workers.

Cost of Living Allowance: Discontinued in first year. COLA resumes January 1, 1983, with quarterly adjustments based on 1¢ per 0.3 increase in the Consumer Price Index - 1971 = 100 occurring during the preceding 3 months. No adjustment in 4th quarter. Allowance generated and paid to be folded into rate structure October 5, 1983. Effective in 1984, quarterly adjustments made on the same basis as in 1983. No scheduled fold-in. All adjustments to be reduced by 1¢ per quarter to offset administration cost. (Previous formula and 1¢ offset similar.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective October 5, 1982, 0-24¢-28¢ (0-22¢-26¢). Effective October 5, 1983, 0-26¢-30¢.

Paid Holidays: 11 days, plus Heritage Day if declared by statute (unchanged).

Paid Vacation: Effective in 1982, 6 weeks after 27 (28) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (unchanged). Effective in 1983, 6 weeks after 26 years. Effective in 1984, 6 weeks after 25 years.

Health and Welfare: Life Insurance and A.D. & D. - \$13,000 (\$12,000) coverage. Effective October 5, 1982, \$14,000. Effective October 5, 1983, \$15,000.

Weekly Indemnity - \$210 (\$182). Effective October 5, 1982, \$224. Effective October 5, 1983, \$238.

Dental Plan - Endodontic, periodontal and surgical coverage added. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Monthly Benefit - Employees retiring on or after Oct. 5, 1981, \$11.50 (\$9.50) per year of service; Oct. 5, 1982, \$12.50; Oct. 5, 1983, \$14.

Supplementary Monthly Benefit - Employees retiring on or after Oct. 5, 1981, \$10 (\$8) per year of service; Oct. 5, 1982, \$11; Oct. 5, 1983, \$12.50.

Meal Allowance: \$2.50 (\$2).

Supplementary Unemployment Benefit Plan: \$60 (\$50) per week.

C & C Yachts Manufacturing Limited at Niagara-on-the-Lake - Local 2737, Carpenters (AFL-CIO/CLC): A 22-month renewal agreement effective from October 14, 1981 to July 31, 1983, with wages retroactive to August 17, 1981, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

<u>Wages:</u>	<u>Effective</u>	<u>Aug. 17/81</u>	<u>Aug. 1/82</u>
General Increases		*	*
COLA Fold-in		3.4%	
Labourer		\$8.44 (\$8.16)	
Aluminum Welder		\$10.51 (\$10.16)	

*Increases are equal to the cost of living allowance.

Cost of Living Allowance: 1% per 1% rise in the Consumer Price Index - 1971=100, using April 1981 as the base index month. Adjusted and folded-in quarterly. (Basic formula is unchanged.)

Shift Premium: 0-20¢-20¢ (0-15¢-18¢).

Paid Vacation: 4 weeks after 14 (15) years' service, payable July 30, 1982. Effective August 1, 1982, 4 weeks after 12 years, payable July 29, 1983.

Health and Welfare: Weekly Indemnity - Benefit is 2/3 of straight time earnings payable after 8 (15) days of absence due to sickness to the UIC maximum, for a maximum of 15 weeks.

ELECTRICAL PRODUCTS

Electrohome Limited (Cambridge) - Local 2176, Auto Workers (AFL-CIO/CLC)*: A 24-month first agreement effective from June 1, 1981 to May 31, 1983, covering 335 employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 1/2 months.

*In May, 1981, the Auto Workers displaced Local 2345, Electrical Workers (IBEW) as the bargaining agent.

Wages:	Effective	<u>June 1/81</u>	<u>Sept. 28/81</u>
	Increases	70¢ for produc- tion empls.; 22¢-\$1.34 for Tradesmen	2¢-8¢ for produc- tion empls.; 21¢-26¢ for Tradesmen
	Additional Adjustments		Restructuring of of the wage schedule
	Assembler	\$5.66-\$6.01 (\$4.96-\$5.31)	\$5.74-\$6.09
	Toolmaker "A"	\$8.12-\$9.13 (\$6.85-\$7.79)	\$8.33-\$9.34
	Effective	<u>May 31/82</u>	<u>Sept. 27/82</u>
	Increases	65¢	7¢-10¢ for pro- duction empls.; 22¢-35¢ for Tradesmen
	Assembler	\$6.39-\$6.74	\$6.49-\$6.84
	Toolmaker "A"	\$8.98-\$9.99	\$9.26-\$10.27

Probationary period is 45 working days. (Previously, 30 working days for Job Grades 5 and below, 60 for Job Grades 6 to 10 and 90 for Job Grades 11 and up.) Maximum rate for Assembler is reached after 18 weeks and for Toolmaker "A" after 40 weeks.

Shift Premium: 0-18¢-25¢-30¢ (0-15¢-22¢-27¢). The 18¢ per hour premium applies for shifts starting between 10 a.m. and 3 p.m.

Acting Pay: Employee temporarily transferred receives their own rate of pay or the rate of the job, whichever is greater. (Previously, if demoted to a lower job grade, employee received the hourly rate for the new job grade nearest their own and if promoted to a higher job grade, the next highest rate above their current hourly rate.)

Reporting Pay: 4 hours' pay if employee reports for work within 2 hours of their normal starting time, in the event of a storm (new).

Paid Vacation: 4 weeks after 13 (14) years' service. Effective June 1, 1982, 4 weeks after 12 years.

Bereavement Leave: 3 (1) days' paid leave for grandparent and grandchild.

Crown Witness Pay (new): Employer pays the difference between fees received and regular salary.

Health and Welfare: Vision Care - Effective June 1, 1982, \$60 (\$50) every 2 years for eyeglasses or contact lenses.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$7 (\$6) per month per year of service. Effective June 1, 1982, \$8.

Safety Shoe Allowance: Maximum \$25 (\$20) per year. Effective June 1, 1982, \$30.

Electrohome Ltd. at Kitchener - Local 2345, Electrical Workers (IBEW) (AFL-CIO/CLC) (1,200 plant employees): A 24-month renewal agreement effective from October 1, 1981 to September 30, 1983, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Oct. 1/81	Oct. 1/82
General Increases		20¢ + 10%	10¢ + 10%
Janitor		\$5.83-\$6.23 (\$5.10-\$5.46)	\$6.52-\$6.96
Tool Machinist		\$7.35-\$8.46 (\$6.48-\$7.49)	\$8.20-\$9.42
Machine Builder		\$10.10-\$11.29 (\$7.77-\$8.85)*	\$11.22-\$12.53

*Rates shown were specified by contract. Actual rates paid exceeded these rates. The general increase for October 1, 1981 was applied against the latter to generate the new rates that will appear in the contract and represent the actual rate of pay.

Hours of Work: 40 per week (unchanged).

Shift Premium: 0-21¢-28¢-33¢ (0-18¢-25¢-30¢). Effective October 1, 1982, 0-23¢-30¢-35¢. The 21¢ and 23¢ per hour premiums apply for shifts starting between 10 a.m. and 3 p.m.

Paid Holidays: 12 days (unchanged).

Paid Vacation: 4 weeks after 12 (13) years' service. Also, 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).

Bereavement Leave: 3 (1) days' paid leave for grandparent or grandchild.

Injury Pay: An employee injured while performing overtime work will be paid at the prevailing rate for the balance of those overtime hours he would have worked had he not been injured (new).

Health and Welfare: A.D. & D. (new) - \$5,000 coverage. Effective October 1, 1982, \$10,000.

Vision Care - \$55 (\$50) maximum every 2 years for eye glasses or contact lenses. Effective October 1, 1982, \$60.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule. Effective October 1, 1982, 1982 schedule.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective October 1, 1982, \$10.

Safety Shoe Allowance: Maximum \$25 (\$20) per year. Effective October 1, 1982, \$30.

Canada Wire and Cable Limited at East York - Local 521 Electrical Workers (UE) (CLC) (hourly-rated employees): A 24-month renewal agreement effective from September 24, 1981 to September 23, 1983, covering 481 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Sept. 21/81	Sept. 27/82
General Increases		13%*	12%*
COLA Fold-in		29¢	
Skilled Trades Adjustments		25¢ for Labour Grades 1, 2 and 3	15¢ for Labour Grades 1, 2 and 3
Labourer		\$8.82-\$8.99 (\$7.55-\$7.70)	\$9.88-\$10.07
Skilled Trades (includes Electrician)		\$11.44-\$11.67 (\$9.65-\$9.85)	\$12.96-\$13.22

*Increases shown are applied against the job rate of each classification with differentials between steps maintained.

Probationary period is 50 days worked. Maximum rate for tradesman is reached after 100 days and for all other employees after 130 days worked.

Cost of Living Allowance: Effective October 25, 1982, 1% per 1% rise in the Consumer Price Index - 1971=100, using September 1981 as the base index month. Triggers at 12% (7%). (Basic formula is unchanged.)

Shift Premium: 0-27¢-39¢ (0-24¢-36¢). Effective September 27, 1982, 0-29¢-41¢.

Paid Holidays: Effective September 27, 1982, 1 floating day is added for a total of 12 days.

Paid Vacation: 4 weeks after 12 (13) years' service. Effective in 1982, 5 weeks after 20 (21) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective October 1, 1982, \$14,000 (\$12,000) coverage.

OHIP - Effective November 1, 1981, employer pays 100% (90%) of premium costs.

Weekly Indemnity - Effective November 1, 1981, benefit level increases to \$175 (\$160) per week for all employees actively at work on November 2, 1981. Payable on a 1-1-4-39 (1-4-39) basis. Effective October 1, 1982, \$190 per week.

Dental Plan - Effective November 1, 1981, payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$10.50 (\$9.50) per month per year of service. Effective September 27, 1982, \$11.00.

Safety Shoe Allowance: \$22 (\$18) per pair. Effective September 27, 1982, \$25.

MINES

Canadian Mine Enterprises Ltd. at Elliot Lake - Local 8524, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 2, 1981 to September 1, 1984, covering 240 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Sept. 2/81</u>	<u>Sept. 2/82</u>	<u>Sept. 2/83</u>
General Increases		\$1.05	15¢	15¢
COLA Fold-in		\$1.02		
COLA Advances		50¢	25¢	25¢
Classification Adjustments		2¢-48¢; Inspector, Safety and Health added (new)	2¢-48¢	1¢-24¢
Labour, Surface		\$11.46 (\$8.87)	\$11.88	\$12.29
Tradesman 1st Class		\$14.20 (\$11.11)	\$14.96	\$15.54

Cost of Living Allowance: 1¢ per 0.35 change in the Consumer Price Index - 1961=100. Adjusted quarterly. COLA advances are balanced by COLA deductions of 12¢, 13¢, 12¢ and 13¢ in the first year and of 6¢, 6¢, 6¢ and 7¢ in each of the second and third years. (Basic formula is unchanged.)

Shift Premium: 0-25¢-30¢ (0-20¢-25¢).

Sunday Premium: \$1.35 (\$1.25).

Paid Holidays: 1 additional floating holiday is added for a total of 13 days.

Vacation Pay: 3 weeks at 7.5% (new) after 3 years' service, 3 weeks at 8% (7.5%) after 4 years and 3 weeks at 9% (8%) after 5 years.

Health and Welfare: Life Insurance - \$18,000 (\$16,000) coverage.

A.D. & D. - \$18,000 (\$9,000) accidental death coverage and \$9,000 (\$4,500) dismemberment coverage.

Weekly Indemnity - Benefit increases to \$235 (\$205) per week. Effective September 2, 1982, \$250. Effective September 2, 1983, \$275.

Long Term Disability - Benefit increases to \$500 (\$450) per month. Effective September 2, 1982, \$550. Effective September 2, 1983, \$600.

Vision Care - Maximum claim for eyeglasses is \$75 (\$50) and for contact lenses is \$225 (\$200) every two years.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Protective
Clothing
Allowance:

\$1 per day or \$2 per week for coveralls (previously, \$1 per shift worked).

TRANSPORTATION

Canadian Lake Carriers' Association, Great Lakes and St. Lawrence - Canadian Marine

Officers (AFL-CIO/CLC) (marine engineer officers): A 36-month renewal agreement effective from June 1, 1981 to May 31, 1984, covering 360 employees, settled at the conciliation commissioner stage. Duration of negotiations - 6 months.

Wages:	Effective	June 1/81	June 1/82	June 1/83
		12.3%	12%*	12%*
	5th Engineer	\$8.47 (\$7.54)	\$9.49	\$10.63
	2nd Engineer	\$9.68 (\$8.62)	\$10.84	\$12.14

Previous rates reflect a cost of living adjustment.

*Rates will be adjusted upward if the increase in the Consumer Price Index is higher than 12% for the previous 12 months.

Premium Pay: \$42 (\$37) per month for officers working on self-unloaders or tankers. Effective June 1, 1982, \$47 per month. Effective June 1, 1983, \$53 per month.

Recall Pay (new): Engineer on paid leave receives overtime rate for all work performed between the time of recall and the time his paid leave would normally have expired.

Delayed Ship in Transit Pay (new): Engineer receives basic wages plus reasonable living expenses from the date on which he was to report for duty until the arrival of the vessel or until call is cancelled, when he must stay overnight waiting for the vessel.

Paid Holidays: Effective June 1, 1983, Boxing Day is added for a total of 13 days.

Health and Welfare: Employer Contribution - Company contributes \$3.15 per job per payroll day which includes Group Life Insurance premiums. Effective June 1, 1982, \$3.40. Effective June 1, 1983, \$3.65. (Previously, company paid \$2.13 per job per payroll day for welfare plus 48¢ per job per payroll day for Group Life Insurance.)

Medical Care - Company pays 67¢ per payroll day to each engineer towards the cost of premiums (new).

Pension Plan: Employer Contribution - Effective June 1, 1982, company contributes 6% (5%) of basic wages on the basis of 240 hours worked per month for each employee and deducts from employee's earnings, 4% of his basic salary.

Car Allowance: 16¢ per kilometre (24¢ per mile). Effective June 1, 1982, 17¢ per kilometre. Effective June 1, 1983, 18¢ per kilometre.

Hiring Hall: Company pays 68¢ (59¢) per job per payroll day for the purpose of ensuring the provision by the union of adequate arrangements for the supply of engineer officers to the company. Effective June 1, 1982, 76¢. Effective June 1, 1983, 85¢.

Canadian Lake Carriers' Association, Great Lakes and St. Lawrence - Merchant Service Guild (CLC) (deck officers): A 36-month renewal agreement effective from June 1, 1981 to May 31, 1984, covering 280 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	June 1/81	June 1/82	June 1/83
General Increases		12.3%	12%*	12%*
Additional Adjustments		Some classification adjustments		
3rd Mate		\$8.47 (\$7.44)	\$9.49	\$10.63
1st Mate		\$9.68 (\$8.53)	\$10.84	\$12.14

*Rates will be adjusted upward if the increase in the Consumer Price Index is higher than 12% for the previous 12 months.

Premium Pay: \$42 (\$30) per month for officers working on self-unloaders or tankers. Effective June 1, 1982, \$47 per month. Effective June 1, 1983, \$53.

\$45 (\$40) per clean-out for officers supervising the cleaning out of holds. Effective June 1, 1982, \$51. Effective June 1, 1983, \$57.

Proficiency Pay: \$7.00 (\$6.26) per hour. Effective June 1, 1982, \$7.85 per hour. Effective June 1, 1983, \$8.80 per hour.

Paid Holidays: Effective June 1, 1983, January 2nd is added for a total of 13 days.

Paid Education Leave:	Employer pays all costs including transportation and basic pay for an officer required by the company to attend an MED course (new). \$1,500 (\$1,000) subsistence for obtaining a higher certificate.
Health and Welfare:	Family Security Plan - Effective June 1, 1982, employer contributes \$3.40 (\$3.15) per position per day. Effective June 1, 1983, \$3.65.
Pension Plan:	Effective June 1, 1982, employer contributes 6% (5%) of basic salary per day worked.
Hiring Service Fund:	Employer pays 68¢ (50¢) per position per day. Effective June 1, 1982, 76¢. Effective June 1, 1983, 85¢.
Marine Disaster Insurance:	Maximum \$1,500 (\$1,000) compensation for clothing or other personal effects.
Meals and Room, Transportation and Transfer Allowances:	16¢ per kilometer (previously 22¢ per mile). Effective June 1, 1982, 17¢ per kilometer. Effective June 1, 1983, 18¢ per kilometer.
Supplementary Unemployment Benefit Plan:	\$80 (\$60) per week. Effective June 1, 1982, \$85. Effective June 1, 1983, \$90.
Legal Defense Insurance (new):	Employer pays 50¢ per position per day.

EDUCATION AND RELATED SERVICES

<u>Dufferin-Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,570 employees):</u> A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, with a salary and benefit re-opener September 1, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.			
Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	General Increase	11.8%	Re-opener
	Teacher - Level 1 0-6 years	\$13,390-\$19,800 (\$11,980-\$17,710)	
	Teacher - Level 4 0-10 years	\$17,460-\$29,230 (\$15,620-\$26,150)	
	Teacher - Level 7 0-12 years	\$21,960-\$36,000 (\$19,640-\$32,200)	
Principal - 3 levels. Overall range: \$36,555 (\$32,270) for Level 5 with 0 years of experience to \$44,179 (\$39,520) for Level 7 with 4 years of experience.			
Special Principal Allowances (unchanged) - Intermediate schools - \$2,500. Non-intermediate schools with 800-949 students, \$2,000; with 950 plus students, \$2,500.			

Responsibility Allowances:	Vice-Principal - \$4,080 (\$3,730) Co-ordinator - \$3,450 (\$3,150) Consultant - \$2,550 (\$2,330) Resource Teacher - \$1,400 (\$1,280)
Health and Welfare:	OHIP - Employer pays 90% (unchanged) of premium costs in effect September 1, 1981 (September 1, 1980). <u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.
Paid Union Leave:	<u>President of the Dufferin-Peel OECTA</u> - Leave and benefits are maintained for the duration of his/her term of office provided the union reimburses the Board for the salary. (Previously, maximum of 10 days leave.) <u>President of the AEFO</u> - 10 days per year (new) if union reimburses board. <u>Chief Negotiator</u> - 10 days per year (new) if union reimburses board.
Car Allowance:	\$48 (\$36) per month up to 240 km (150 miles); 20¢ per km for the first 8,000 km, 14¢ per km for the next 16,000 km, and 12.5¢ per km thereafter (24¢ per mile for the first 5,000 miles, 17¢ per mile for the next 10,000 miles and 15¢ per mile thereafter).
East York Borough Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (500 employees):	A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months. Funding for the agreement is provided by the Metropolitan Toronto School Board, a signatory to the settlement. <u>Settlement Details</u> - Same as reported for the North York Board of Education on pages 649-650.
Etobicoke Borough Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,085 employees):	A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months. Funding for the agreement is provided by the Metropolitan Toronto School Board, a signatory to the settlement. <u>Settlement Details</u> - Same as reported for North York Board of Education on pages 649-650 with the following exceptions - No Junior High School principals or vice-principals in Etobicoke. <u>Consultant Allowance</u> - \$3,080 (\$2,756).

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,320 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81	Jan. 1/82
	Increases	12%	1.3%-2.7%
	Teacher - Category D 0-5 years	\$12,710-\$18,258 (\$11,348-\$16,302)	\$12,880-\$18,503
	Teacher - Category A1 0-9 years	\$17,753-\$28,752 (\$15,851-\$25,671)	\$17,991-\$29,393
	Teacher - Category A4 0-12 years	\$21,623-\$36,689 (\$19,306-\$32,490)	\$21,912-\$37,364
	Vice-Principal 0-4 years	\$35,177-\$38,080 (\$31,408-\$34,000)	\$36,276-\$39,270
	Assistant Coordinator 0-3 years	\$37,948-\$41,278 (\$34,187-\$37,187)	
	Coordinator 0-4 years	\$40,439-\$44,839 (\$34,040-\$37,744)	
	<u>Principals</u>		
	"B" Schools	\$38,392-\$41,107 (\$34,279-\$36,703)	\$39,935-\$42,759
	"A" Schools	\$38,392-\$43,821 (\$34,279-\$39,126)	\$39,935-\$45,583

Health and
Welfare:

OHIP - Employer pays 80% (75%) of premium costs.

Extended Health Care - Employer pays 80% (75%) of premium costs.
Optional coverage for hearing and vision care (new).

Dental Plan - Employer pays 80% (75%) of premium costs. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Insurance Premium Contribution for Part-time Employees (new) - Employer pays 50% of the premium paid for full-time employees if the part-time assignment is 30% to 59% of the regular school year and 100% if assignment is greater than 59%.

Halton Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (1,165 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81	Jan. 1/82
	Teacher - Category I 0-9 years	\$17,055-\$28,715 (\$15,228-\$25,638)	\$17,360-\$29,484

	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
Teacher - Category IV 0-12 years	\$20,941-\$36,486 (\$18,697-\$32,577)	\$21,315-\$37,464
Vice-Principal 0-3 years	\$40,902-\$43,362 (\$35,676-\$38,265)	
Assistant Coordinator 0-3 years	\$38,292-\$41,604 (\$34,038-\$36,981)	
Coordinator 0-3 years	\$41,866-\$45,150 (\$37,548-\$40,491)	
Principal 0-4 years	\$44,335-\$49,999 (\$39,123-\$44,123)	

Health and
Welfare:

Extended Health Care - Employer pays 100% (75%) of premiums.

Dental Plan - Employer pays 85% (75%) of premiums. Continues to follow current Ontario Dental Association fee schedules.

Hastings County Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (500 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
Effective		
General Increases	11%	1% non-compounded
Teacher - Category I 0-11 years	\$17,786-\$28,675 (\$16,023-\$25,833)	\$17,946-\$28,933
Teacher - Category IV 0-13 years	\$21,052-\$36,418 (\$18,966-\$32,809)	\$21,242-\$36,746
Principal	\$46,450-\$49,250 (\$41,700-\$44,500)	
Vice-Principal	\$41,250-\$42,750 (\$37,400-\$38,900)	

Responsibility
Allowances:

Department Head - \$2,700 (\$2,500)
Acting Head - \$1,800 (\$1,700)
Assistant Head - \$1,350 (\$1,250)
Coordinator of Student Activities - \$1,350 (\$1,250)

Kent County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	<u>Sept. 1/81</u>
Increases	approx. 11.2%

Sept. 1/81

Teacher - Category D 0-6 years	\$12,860-\$18,150 (\$11,580-\$16,320)
Teacher - Category A1 0-10 years	\$16,730-\$28,100 (\$15,050-\$25,250)
Teacher - Category A4 0-12 years	\$20,140-\$34,860 (\$18,110-\$31,310)

Responsibility
Allowances:

Principal - \$370 (\$330) per classroom. Maximum 5 years experience allowance at \$600 (\$540) per year.

Vice-Principal - \$300 (\$245) per Grade 9 and 10 class in operation.

Co-ordinator - \$3,560 (\$3,200) per year.

Specialty
Allowance:

\$270 (\$245) per classroom.

Health and
Welfare:

Vision Care (new) - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years.

Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule.

Paid Union Leave:

3 days per year for the chairman and the chief-negotiator.

Special Leave:

Up to 1/2 day per year to handle legal business which could not be scheduled outside school hours (new).

Mileage
Allowance:

27¢ (24¢) per mile.

Travelling
Allowance:

\$1,350 (\$1,200) per year for full-time co-ordinators. \$200 (\$180) per year for the principal of St. Mary-St.Vincent School. \$110 (\$100) per year for the principal of Our Lady of Help-Christ The King School and \$110 (new) per year for the principal of St. Joseph School, Chatham - St. Ambrose School, Chatham.

Lakehead Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (540 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:

Effective

Sept. 1/81

Sept. 1/82

COLA Fold-in

1 1/2%

General Increases

11 1/2%

11 1/2% for Teachers and Vice-Principal; 9.7% for Principal

Teacher - Category 1
0-10 years

\$18,338-\$29,348
(\$16,204-\$25,934)

\$20,447-\$32,723

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Teacher - Category 4 0-11 years	\$22,415-\$37,529 (\$19,807-\$33,161)	\$24,993-\$41,845
Vice Principal	\$41,809-\$43,870 (\$36,943-\$38,764)	\$46,617-\$48,915
Principal	\$44,690-\$50,132 (\$39,489-\$44,298)	\$49,025-\$54,995
Fund:	\$6,000 for educational purposes and public relations. Effective in \$7,000.	
Cost of Living Allowance:	1% per 1% increase in the Thunder Bay Consumer Price Index - 1971 = 100, accurate to the nearest tenth of a percent, using May 1981 (1980) as the base. Triggers at 11.5% (7%). Capped at 13% (11%). Adjusted and payable monthly until May 1982. If triggered, any COLA generated to a maximum of 1.5% will be folded into rates to establish grids for September 1, 1982. Effective in 1982-83, May 1982 is the base index month, triggers at 13% and capped at 15%. If triggered, one-half of the gross percentage, to a maximum of 1% will be folded into the rates in effect on August 31, 1983.	
Health and Welfare:	<u>Dental Plan</u> - Addition of major restorative services excluding dentures.	
Allowances:	<u>Night School Teachers</u> - \$24 (\$18) per hour for credit courses and \$22 for non-credit courses. <u>Summer School Teachers</u> - \$22 for non-credit courses. <u>Summer and Night School Principals</u> - Ranging from minimum Day School Principal's Salary x .125 to maximum Day School Principal's Salary x .125. <u>Driver Education</u> - Effective January 1, 1982, \$18.70 (\$17.00) per hour. Effective September 1, 1982, \$20.00.	
Absence for Federation Business (new):	President or designate may be granted leave and Federation billed for cost of replacement.	
Professional Development Fund:	<u>Teachers</u> - \$30,000 (\$24,000). Effective in 1982, \$32,000. <u>Principals and Vice Principals</u> - \$10,000 (\$5,000). Effective September 1, 1982, \$900 per school.	
<u>North York City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (2,105 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.</u> Funding for the agreement is provided by the Metropolitan Toronto School Board, a signatory to the settlement.		

Wages:	Effective	Sept. 1/81
	General Increase	12.87% on teachers grid
	Teacher - Category 1 0-7 years	\$12,185-\$20,705 (\$10,796-\$18,344)
	Teacher - Category 4 0-10 years	\$17,124-\$29,475 (\$15,173-\$26,114)
	Teacher - Category 7 0-10 years	\$20,583-\$36,720 (\$18,229-\$32,553)
	<u>Vice-Principals</u>	
	Elementary Schools 0-3 years	\$36,086-\$39,436 (\$32,168-\$35,154)
	Junior High Schools 0-3 years	\$37,910-\$41,492 (\$34,004-\$36,986)
	<u>Co-ordinator</u>	
	10-month term 0-3 years	\$39,700-\$43,279 (\$35,493-\$38,476)
	<u>Principals</u>	
	Elementary Schools 0-4 years	\$41,579-\$46,101 (\$36,776-\$40,758)
	Junior High Schools 0-3 years	\$43,839-\$47,417 (\$38,941-\$41,921)

Principal salaries shown
do not include a \$650
per year allowance for
expenses (unchanged).

Lump Sum Payment:	\$150 the first pay date following October 31, 1982. Does not affect salary grid. NOTE - The amount is expected to closely equal the COLA payment to be made to secondary school teachers at about the same time.
Cost of Living Allowance:	Deleted. (Previous formula paid \$76.70 per \$10,000 of annual salary using the maximum salary for Category 7 for calculation of principals', vice-principals' and co-ordinators' allowances. Paid as a lump sum. Not folded into salary grid.)
Responsibility Allowance:	<u>Consultant</u> - \$3,080 (\$2,809).
Other Changes:	For changes to Special Education Allowance, Professional Development Fund, Health and Welfare and Staffing Formula, see report on settlement with the Toronto Board of Education on pages 654-655.

Renfrew County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation
 (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 425 employees settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
	General Increases	10%	1.82% approx.
	Teacher-Category D 0-5 years	\$12,483-\$16,160 (\$11,348-\$14,691)	\$12,710-\$16,454
	Teacher-Category A1 0-11 years	\$15,206-\$28,894 (\$13,824-\$26,267)	\$15,483-\$29,419
	Teacher-Category A4 0-12 years	\$19,769-\$35,735 (\$17,972-\$32,486)	\$20,129-\$36,384

Responsibility Allowances: Principal - \$543 (\$503) for every 25 pupils of actual equivalent full-time enrolment or part thereof to a maximum of \$8,688 (\$8,048). Minimum allowance is equal to vice-principal's allowance (unchanged).
Vice-Principal and Consultant - \$2,832 (\$2,622).
Principal's Assistant (new) - One-half of a qualified vice-principal allowance.
Lead Teacher - \$607 (\$562).
Principal's Alternate - \$116 (\$107).
Supervisor of Special Education - \$4,334 (\$4,013).
Chairman - \$243 (\$225) for each grade and \$64, (\$59) per teacher to a maximum of \$1,998 (\$1,850).

Maternity Leave: Extended period of leave may accrue towards salary increments if teacher with 1 year's service, leaves on or returns from leave on a date more convenient to the board, provided not more than 1 year of service may accrue as a result of any one pregnancy (new).

Health and Welfare: Dental Plan (new) - Effective October 1, 1981, employer pays 50% of premium costs for Blue Cross Plan # 7 for teachers working 60% or more of full-time, and 25% for teachers working less than 60% of full-time.

Travel Allowance: Effective June 1, 1981, 21¢ (14¢) per kilometer.

Scarborough Borough Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation
 (Ind.) (2,385 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Funding for the agreement is provided by the Metropolitan Toronto School Board, a signatory to the settlement.

Settlement Details - Same as reported for North York Board of Education on pages 649-650 with the following exceptions - No Junior High School principals or vice-principals at Scarborough. No consultant classification.

Simcoe County Board of Education - Local 330, Ontario Public Service Employees Union (NUPGE) (CLC): A 12-month renewal agreement effective from July 1, 1981 to June 30, 1982, covering 240 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/81</u>
	General Increase	75¢
	Additional Adjustments	50¢ for Electronic Technician and Senior Electronic Technician; 30¢ for Buyer
		T.M.R. Classroom Aides added to bargaining unit
	Junior Clerk	\$5.67-\$6.51 (\$4.92-\$5.76)
	Buyer	\$8.64-\$10.72 (\$7.59-\$9.67)

Probationary period is 3 consecutive months. Maximum rates are reached with 4 merit increments.

Paid Vacation: 3 weeks after 3 (4) years' service.

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 333 employees, settled at the fact finder stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/81</u>
	General Increase	12%
	Teacher Category D 0-6 years	\$13,030-\$17,660 (\$11,635-\$15,770)
	Teacher Category A1 0-10 years	\$17,070-\$28,110 (\$15,240-\$25,100)
	Teacher Category A4 0-12 years	\$20,875-\$35,475 (\$18,640-\$31,675)

Responsibility Allowances: Principal - A School, 350 pupils or more: \$5,500 (\$5,000) plus experience allowance of \$600 (\$500) per year up to a maximum of 5 years.
B School, less than 350 pupils: \$4,800 (\$4,500) plus experience allowance of \$600 (\$500) per year up to a maximum of 5 years.
Vice Principal - \$2,000 (\$1,944) per year.
Consultant - \$4,000 (\$3,500) per year for fully qualified with specialist certificate; \$2,000 (\$1,800) for partly qualified.
French Language Instructional Unit - \$1,000 per year for responsible teacher (new).

Paternity Leave: 2 (1) days' paid leave for the birth or adoption of a child.

Sick Leave: 250 (230) days maximum accumulation.

Health and Welfare: OHIP - Employer pays 90% (80%) of premium costs.

Life Insurance - Employer pays 90% (85%) of premium costs.
Branch affiliate members may choose coverage up to \$100,000 (\$50,000) at their full premium costs beyond \$25,000.

Extended Health Care and Dental Plan - Employer pays 90% (85%) of premium costs.

Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC)
(Custodial, Maintenance, Construction and Transportation employees): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, covering 391 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>	<u>Apr. 1/83</u>
	Increases	13%	13%	25¢ for Custodial and Cleaning Helper Classifications
	Cleaning Helper Elementary and Secondary	\$5.73 (\$5.07)	\$6.47	\$6.72
	Group B (includes Electrician)	\$11.48 (\$10.16)	\$12.97	\$12.97

Previous rates reflect a 12¢ COLA fold-in.

Cost of Living Allowance: Deleted.

Shift Premium: 0-29¢-35¢ (0-26¢-31¢). Effective July 1, 1982, 0-33¢-40¢.

Sunday Premium: 67¢ (59¢) per hour. Effective July 1, 1982, 76¢.

Paid Vacation: 32 (31) days after 25 years' service.

Health and Welfare: Vision Care - Effective September 1, 1981, maximum claim for eyeglasses increases to \$75 (\$60) every 2 years.

Dental Plan - Effective September 1, 1981, payments are based on the 1980 (1979) Ontario Dental Association fee schedule and denture coverage is added. Effective September 1, 1982, the 1981 ODA fee schedule.

Safety Shoe Allowance: \$40-\$45 (\$30-\$35) annually.

Tool Allowance: Ranges from a maximum of \$10 (\$7.50) per year for first year Apprentice to a maximum of \$250 (\$150) per year for Motor Mechanic, depending on trade classification.

Toronto City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.) (2,330 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Funding for the agreement is provided by the Metropolitan Toronto School Board, a signatory to the settlement.

Negotiations for the Toronto Board of Education were conducted by a Metro-wide negotiation team. This same team conducted separate but concurrent negotiations with the remaining 6 Boards in the Metro area. Their settlements are reported in this issue.

As a result of changes made with Metro area Boards, elementary teachers have regained parity with secondary teachers.

Wages:	Effective	Sept. 1/81
	Teacher - Category 1 0-7 years	\$12,185-\$20,705 (\$10,795-\$18,274)*
	Teacher - Category 4 0-10 years	\$17,124-\$29,475 (\$15,131-\$25,971)*
	Teacher - Category 7 0-10 years	\$20,583-\$36,720 (\$18,159-\$32,331)*
	Vice-Principal (Elementary Schools) 0-3 years	\$36,086-\$39,436 (\$31,966-\$34,952)*
	Co-ordinator (10-month term) 0-3 years	\$39,700-\$43,279 (\$35,291-\$38,274)*
	Principal (Elementary Schools) 0-4 years	\$41,579-\$46,101 (\$36,574-\$40,556)*
		Principal salaries shown do not include a \$650 per year allowance for expenses (unchanged).

NOTE: There are no Junior High School principals or vice-principals in the Toronto Board of Education.

*During the 1980-81 school year, salaries ran less than other Metro boards in order to offset the cost to 57 special education teachers in excess of the staffing formula. At the conclusion of that agreement, 1/2% was restored through an across-the-board increase of \$100 to all annual salaries. Previous rates reflect this added \$100. Simultaneously, the number of special education teachers was reduced to 25. See "Staffing Formula" below.

Lump Sum Payment: \$150 the first pay date following October 31, 1982. Does not affect salary grid. NOTE - The amount is expected to closely equal the COLA payment to be made to secondary school teachers at about the same time.

Cost of Living Allowance: Deleted. (Previous formula paid \$76.70 per \$10,000 of annual salary using the maximum salary for Category 7 for calculation of principals', vice-principals' and co-ordinators' allowances. Paid as a lump sum. Not folded into salary grid.)

Responsibility Allowances: Consultant - \$3,080 (\$2,650).
Reading Clinician - \$3,080 (\$2,650).

Extra Degree Allowance: \$742 (\$700) per year for the first post-graduate degree not used for category placement and \$265 (new) per year for the second.

Special Education Allowance: \$902 (\$775) per year.

Professional Development Fund: Equal to \$150 (\$140.45) times number of teachers.

Health and Welfare: Extended Health Care - \$75 every 2 years for eye glasses (unchanged) or for contact lenses (new). If contact lenses are prescribed for a medical reason rather than cosmetic reasons, the maximum allowance is \$150.

Dental Plan - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Insurance Continuance for the Spouse of a Deceased Employee (new) - If approved by the insurance underwriters, a spouse may take over membership in any plan held by a deceased employee and maintain coverage until the age of 65 or remarriage.

Staffing Formula: The number of special education teachers required by formula for Toronto and the 6 school boards has been increased by 34 effective September 1, 1981 and by a further 23 effective September 1, 1982. Since the Toronto Board concluded its previous agreement with an excess of 25 special education teachers over the formula, only an additional 9 will be required during the first year.

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (810 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81	Feb. 1/82
Increases		10%-11.5%	4.5%
Teacher - Category D 0-5 years		\$12,640-\$18,590 (\$11,490-\$16,900)	\$13,210-\$19,430
Teacher - Category A1 0-11 years		\$16,590-\$29,140 (\$15,080-\$26,490)	\$17,340-\$30,460
Teacher - Category A4 0-12 years		\$20,900-\$35,040 (\$18,740-\$31,430)	\$21,830-\$36,610

Effective	<u>Sept. 1/82</u>	<u>Feb. 1/83</u>
Increases	8-8.2%	2.5%-9.5%
Teacher - Category D 0-5 years	\$14,300-\$20,400	\$14,650-\$22,400
Teacher - Category A1 0-11 years	\$18,970-\$32,390	\$19,440-\$34,390
Teacher - Category A4 0-12 years	\$22,170-\$39,050	\$22,720-\$41,050
Responsibility Allowances:	Effective in 1982-83 Vice-Principal - \$1,600-\$2,500 (\$1,100-\$2,000) Head Consultant - \$1,900-\$3,700 (\$1,400-\$3,200) Consultant - \$1,900-\$3,100 (\$1,400-\$2,600) Head Teacher and Special Resource Teacher - \$700 (\$500)	
Cost of Living Allowance:	Discontinued. (Previous agreement provided for lump sum COLA payments of \$200 on December 15, 1980 and \$300 on June 15, 1981.)	
Health and Welfare:	Life Insurance - \$35,000 (\$25,000) coverage, employer-paid. Effective September 1, 1982, \$40,000. <u>Dental Plan</u> - 90% of coverage of Ontario Dental Association fee schedule. Employer pays 50% of premium costs. Fee structure to be updated on 1st of the month following publication of Ontario Dental Association schedule of fees (previously 1979 schedule).	
Paternity Leave:	A teacher to be granted up to two days for birth or adoption of child.	
"4 over 5 Years" Leave Plan (new):	Employee with 7 consecutive years' service may elect to be paid at 80% of salary for 5 years in order to take one of the years as a leave of absence.	

York Borough Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (505 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Funding for the agreement is provided by the Metropolitan Toronto School Board, a signatory to the settlement.

Settlement Details - Same as reported for North York Board of Education on pages 649-650 with the following exceptions - No Junior High School principals or vice-principals at York.

Consultant Allowance - \$3,428 (\$3,127).

York County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (1,200 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81	Feb. 1/82
	General Increases	11.5%	1.8%
	Teacher - Category D 0-5 years	\$12,901-\$17,920 (\$11,570-\$16,072)	\$13,132-\$18,242
	Teacher - Category A1 0-11 years	\$17,452-\$29,527 (\$15,652-\$26,482)	\$17,765-\$30,057
	Teacher - Category A4 0-12 years	\$20,526-\$36,688 (\$18,409-\$32,904)	\$20,894-\$37,346
	<u>Principal</u> 0-5 years		
	Schools with less than 500 students	\$37,633-\$42,974 (\$34,952-\$38,742)	\$38,308-\$43,745
	School with 500 or more students	\$38,971-\$44,312 (\$34,952-\$39,742)	\$39,671-\$45,107
Responsibility Allowances:	<u>Head Teacher</u> - \$400 (\$375) per classroom. <u>Head Elementary Division</u> - \$1,200 (\$1,025). <u>Lead Teacher</u> - \$850 (\$725).		
Extra Degree Allowance:	Range from \$235-\$825 (\$213-\$745).		
Health and Welfare:	<u>Dental Plan</u> - Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.		

McMaster University at Hamilton - Local 6, Graduate Assistants Association of the Canadian Union of Educational Workers (Ind.) (1,300 employees):
A 11-month renewal agreement effective from September 26, 1981 to August 31, 1982, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/81
	General Increase	10%
	Teaching Assistantship (Undergraduate)	\$5.34 (\$4.84)
	Teaching Assistantship (Degree, non-graduate or part-time graduate)	\$7.15 (\$6.50)
	Teaching Assistantship or Research Assistantship in lieu thereof (Graduate or qualifying year)	\$17.49 (\$15.90)

Hours of Work: An average of 10 hours per week over a full academic session for a maximum of 260 hours (unchanged).

Paid Vacation: Salaries shown above include 4% vacation pay. Employees are entitled to 2 weeks vacation which may be taken during the Christmas break, mid-session break, or subsequent to the academic session (unchanged).

Maternity Leave: 26 (17) weeks.

Legal Fees: The employer will cover the cost, to a maximum of \$1,200 (\$1,000) for the retention of the services of an immigration lawyer by the Union.

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional employees): A 20 1/2-month renewal agreement effective from October 14, 1981 to June 30, 1983, with wages retroactive to July 1, 1981, covering 436 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
	Increases	12.5%	Wage and Monetary Items Reopener

*Upgrading
Adjustments

Library	\$12,529-\$14,303
Technician III (II)	**(\$11,137-\$12,714)

Programmer F	\$25,449-\$29,292 (\$22,621-\$26,037)
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*Clerk Typist I and Library Technician II classifications upgraded to Clerk Typist II and Library Technician III respectively.

**Previous rates reflect upgrading adjustment.

Probationary period is 90 days worked. Maximum rates are reached after 3 years. Effective July 1, 1982, after 2 years.

Shift Premium: 60¢ (50¢) per hour between midnight and 7 a.m.

Acting Pay: Employee receives higher rate of pay after 15 (20) days relieving in a higher classification within the bargaining unit, or 10% above normal rate after 1 worked day when higher position is outside of the bargaining unit (new).

Paid Holidays: December 24th is added for a total of 11 days.

Paid Vacation: 21 days after 13 years' service, 22 days after 16 years, 23 days after 19 years, and 24 days after 22 years (new).

Meal Allowance: \$4.50 (\$3.50).

HEALTH AND WELFARE SERVICES

Religious Hospitallers of Saint Joseph of the Hotel Dieu of Kingston - Local 465,
Ontario Public Service Employees (NUPGE) (CLC) (full-time and
part-time employees): Two 20-month first agreements effective
 from March 3, 1981 to October 30, 1982, covering 309 employees,
 settled at the conciliation officer stage. Duration of
 negotiations - 6 months.

Wages:	Effective	<u>Mar. 3/81</u>	<u>Oct. 1/81</u>
General Increases		35¢	35¢
Skilled Trades Adjustments		5¢	5¢
Attendant I (includes Dietary)		\$6.23-\$6.57	\$6.58-\$6.92
R.N.A.		\$7.25-\$7.53	\$7.60-\$7.88
Electrician		\$8.55-\$8.96	\$8.95-\$9.36
		<u>Jan. 1/82</u>	<u>June 1/82</u>
General Increases		35¢	35¢
Additional Adjustments		5¢ for RNA and Skilled Trades	5¢ for RNA and Skilled Trades, excluding Junior Skilled Trades
Attendant I (includes Dietary)		\$6.93-\$7.27	\$7.28-\$7.62
R.N.A.		\$8.00-\$8.28	\$8.40-\$8.68
Electrician		\$9.35-\$9.76	\$9.75-\$10.16

Probationary period is 60 days or 450 hours of work. Maximum
 rates for full-time employees are reached after two 12-month
 increases, and for regular part-time employees, after one
 increase of 1,500 hours worked and one increase of 3,000 hours
 worked.

Hours of Work:	37 1/2 hours per week.
Shift Premium:	Effective the first pay period following date of ratification, 0-26¢-26¢. Effective January 1, 1982, 0-28¢-28¢.
Overtime Pay:	Time and one-half after 7 1/2 hours worked per day and/or 75 hours of work over the scheduling period.
Changes in Shift Pay:	Time and one-half regular rate for the first shift worked only, for employee required to change shifts prior to an interval of 16 consecutive hours between shifts.
Changes in Posted Work Schedule Pay (full-time):	Employee receives time and one-half regular rate when 48 hours' notice of change is not given by employer.

Work on a Consecutive Weekend Pay (full-time):	Time and one-half for work on a third and all subsequent consecutive weekends.
Call-Back Pay:	Minimum of 4 hours' pay at regular straight time rate, or time and one-half, whichever is greater, for full-time employee who is called back and reports for work outside his normal scheduled hours of work, and a minimum of 4 hours' pay for part-time employee called back within 8 hours following completion of his shift.
Reporting Pay:	Minimum of 3 3/4 hours' work and/or pay guarantee for full-time and 4 hours' for part-time employees who report for any scheduled shift.
Standby Pay:	\$1.25 per hour for all hours of stand-by, and per shift when called into work.
Acting Pay:	Employee temporarily assigned to a higher classification within the bargaining unit for more than 1 complete shift receives the higher rate of pay.
Holiday Pay:	Double time and one-half plus holiday pay, or time and one-half plus a lieu day off for full-time employees, and time and one-half plus holiday pay for part-time employees.
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, third Monday in February, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, and Boxing Day are recognized for a total of 11 days.
Paid Vacation:	<u>Full-time</u> - 2 weeks at 4% after 1 year's service 3 weeks at 6% after 5 years 4 weeks at 8% after 14 years and 5 weeks at 10% after 25 years. Effective in 1982, 3 weeks after 4 years, 4 weeks after 12 years, and 5 weeks after 22 years. <u>Regular part-time</u> - 4% of gross earnings for less than 7,800 hours worked, 6% after 7,800 hours, 8% after 25,350 hours, and 10% after 46,800 hours worked. Effective in 1982, 8% after 21,450 hours, and 10% after 42,900 hours worked. <u>Casual part-time</u> - 4% of gross earnings.
Bereavement Leave (full-time and regular part-time):	3 days' paid leave to attend or make arrangements for the funeral of a parent, step-parent, grandparent, grandchildren, spouse, sister, brother, son, daughter, father-in-law, mother-in-law, son-in-law and daughter-in-law. 1 day's paid leave to attend the funeral of a brother-in-law and sister-in-law.
Jury Duty and Crown Witness Leave (full-time and regular part-time)	Employer pays the difference between regular salary and fees received.
Health and Welfare (full-time):	<u>Life Insurance</u> - Employer pays 80% of premium costs for employees with 3 months' service. Newly hired employee may elect to have coverage of \$3,000 or twice his annual salary.

OHIP and Semi-Private Hospitalization - Employer pays 100% of premium costs.

Disability Income Plan - Employer pays 50% of premium costs.

Extended Health Care - Employer pays 80% of premium costs. Deductibles are \$10/\$20.

Dental Plan - Effective following ratification, employer pays 50% of premium costs for Blue Cross Plan #7 or equivalent. Payments are based on the 1981 Ontario Dental Association fee schedule. Effective April 1, 1982, change to Blue Cross Plan #9, or equivalent.

Part-time
Employees:

Payment in Lieu of Fringe Benefits - 12% of regular straight time rate.

Joint Consulta-
tion, Negotiating
and Grievance
Committees:

Union representatives receive regular pay for working hours lost due to attendance at meetings with representatives of the hospital.

Toronto General Hospital and 131 other hospitals in Ontario - Ontario Nurses' Association (Ind.) (15,760 full-time and 8,440 part-time nurses): 24-month renewal agreements effective from October 1, 1980 to September 30, 1982, settled by arbitration. Duration of negotiations - 18 months.

Note: Provisions reported represent highlights from the award which will now be uniformly observed at all hospitals. For many hospitals no change will be required for some of the provisions, since they were already in force. Individual contracts containing superior benefits will be allowed to retain those benefits for existing employees where noted.

Except where noted, previous provisions reported below refer specifically to the Toronto General Hospital agreement.

Increases to insurance benefits or premium contributions are to become effective November 1, 1981. All other changes, except where noted, will be effective October 23, 1981.

The highlights of the award as presented here concern central issues. Local issues at individual hospitals will be awarded at a later date.

Wages:	Effective	Oct. 1/80	Apr. 1/81
	<u>Full-Time</u> (monthly rates)		
Graduate Nurse		\$1,512 (\$1,375)	\$1,569
Registered Nurse 0-7 years		\$1,590-\$1,855 (\$1,450-\$1,676)	\$1,650-\$1,915
Assistant Head Nurse 0-7 years		\$1,650-\$1,918 (\$1,505-\$1,733)	\$1,712-\$1,980

	<u>Oct. 1/80</u>	<u>Apr. 1/81</u>
Part-Time* (hourly rates)		

Registered Nurse 0-7 years	\$9.78-\$11.42 (\$66.92-\$77.35/tour)	\$10.15-\$11.78
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Effective	<u>Oct. 1/81</u>	<u>Apr. 1/82</u>
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Full-Time
(monthly rates)

Graduate Nurse	\$1,730	\$1,807
Registered Nurse 0-7 years	\$1,820-\$2,085	\$1,900-\$2,165

Assistant Head Nurse 0-7 years	\$1,889-\$2,156	\$1,972-\$2,239
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Part-Time*
(hourly rates)

Registered Nurse 0-7 years	\$11.20-\$12.83	\$11.69-\$13.32
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Special start rates for nurses with less than 1 year of clinical experience have been eliminated.

*Rates are exclusive of 14% (12%) payment in lieu of fringe benefits.

Hours of Work: 7 1/2 hours per shift. (Unchanged for some hospitals. 7 3/4 hours per shift for others.)

Rest Periods: Two 15-minute periods per shift (unchanged).

Overtime Pay: Time and one-half (unchanged).

Paid Lunch Period: 1/2 hour after 2 hours of overtime worked (new).

Reporting Pay: Minimum of 4 hours' pay at straight time (new).

Call-Back Premium: Minimum of 4 hours at time and one-half (straight time) or until regular shift commences, whichever is first.

Standby Premium: \$1.75 per hour. Premium ceases on Call-back. (Previously, \$10 per 8-hour shift.)

Shift Premium: 0-35¢-35¢ per hour. (0-\$1.85-\$1.85 per shift.)

Responsibility Premium: 40¢ per hour. (\$2.50 or \$3 per tour depending on the responsibilities taken over for the shift.)

Paid Holidays (Full-time):	11 days (unchanged).
Holiday Pay vs Sick Pay (Full- time):	No pyramiding between holiday pay received and sick pay to which an employee would otherwise be entitled. (Previously, possible at some hospitals.) Difference between WCB benefits and holiday pay to be paid.
Paid Vacation:	<p>Full-time - 3 weeks after 1 year's service, 4 weeks after 3 years, and 5 weeks after 20 years (unchanged). Full-time nurse teachers receive 1 additional week with pay at either the Spring Break or the Christmas Break (unchanged).</p> <p>Part-time - Receive vacation pay based on the applicable percentage provided in accordance with the vacation entitlement of full-time employees.</p>
Bereavement Leave:	3 days' paid leave in the event of death of a son-in-law and daughter-in-law (new).
Maternity Leave:	The returning employee will be reinstated to her former position, unless that position has been discontinued in which case she shall be given a comparable job. (Previously, only preferred consideration given for any available openings in former position.)
Health and Welfare (Full-time):	<p><u>Life Insurance and A.D. & D. (new)</u> - Employer pays 90% (80%) of premium costs. A.D. & D. coverage is added in amounts equal to life insurance coverage (new).</p> <p><u>Extended Health Care</u> - Employer pays 75% (50%) of premium costs. Includes a <u>lifetime</u> maximum coverage for hearing aids of \$300 and \$60 every 24 months for vision care (new).</p> <p><u>Dental Plan</u> - Comprehensive coverage (previously basic preventative coverage). Continues to follow current Ontario Dental Association fee schedule.</p> <p><u>Continuation of Applicable Insurance Coverage While on Leave</u> - Employer pays premiums for employee on paid leave or Workmen's Compensation (new). Employee on layoff status may maintain coverage for up to 1 year by paying all billed premiums (new).</p> <p><u>Medical Leave Plans</u> - Employer pays 100% of the cost for a short-term sick leave plan equivalent to the 1980 Hospitals of Ontario Disability Income Plan (new). Employer pays 75% of cost for a long-term disability plan equivalent to the HOODIP coverage (new). Existing sick leave plans are to be terminated. Unused sick leave credit may be used to supplement payment under the new plan or will be converted to a cash payout upon termination of employment provided the latter provision had been previously stipulated by agreement. Credits may also be used to supplement WCB benefits.</p>

UIC Rebate - The new short-term sick leave plan will be registered with UIC. The employee's share of the employer's UIC premium reduction resulting will be retained by the hospitals.

Meal Allowance: (new): \$4 or hot meal provided after 2 hours of overtime.

Transportation Allowance: Employer pays cost of taxi or 25¢ per mile to a maximum of \$10 as the result of work performed between midnight and 6 a.m. (Previously, transportation provided for call backs under some emergency conditions.)

Light Work for Disabled (new): An employee returning from Workmen's Compensation benefits may be assigned light work if necessary, and if available. Special classifications and salaries may be established for employees who are unable to perform their regular duties due to a disability.

Negotiation Committee Pay: Full pay for all time spent in contract negotiations during regular working hours prior to conciliation. (Previous provisions were less defined in some cases.)

Accident Prevention-Health and Safety Committee (new): Time off for committee functions to be compensated by employer.

Niagara Regional Municipality (Homes for Senior Citizens) at Niagara Falls, Port Colborne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC): A 19-month renewal agreement effective from March 1, 1981 to September 30, 1982, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 1/2 months.

Wages:	Effective	Mar. 1/81	Mar. 1/82	July 1/82
General Increases		90¢	50¢	34¢
Housekeeping Aide	\$6.22-\$6.37 (\$5.32-\$5.47)		\$6.72-\$6.87	\$7.06-\$7.21
Stationary Engineer	\$8.23-\$8.48 (\$7.33-\$7.58)		\$8.73-\$8.98	\$9.07-\$9.32

Probationary period is 60 calendar days. Maximum rates are reached after one 6-month increase.

Shift Premium: 0-25¢-25¢ (0-23.1¢-23.1¢). Effective March 1, 1982, 0-26.2¢-26.2¢.

Health and Welfare: Dental Plan - Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective January, 1982, the 1981 ODA fee schedule.

Safety Shoe Allowance: Employer pays a maximum of \$47.50 (\$35) per year towards the cost of CSA approved safety shoes for maintenance employees.

PERSONAL SERVICES

Chateau Laurier Hotel at Ottawa - Local 270, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
	Increases	10% for gratuity employees; 12% for non-gratuity employees	10% for gratuity employees; 12% for non-gratuity employees
	Maid	\$5.05 (\$4.51)	\$5.66
	Electrician	\$9.63 (\$8.60)	\$10.79

Split Shift Premium: \$2.25 (\$2.00) per day.

Health and Welfare: OHIP - Employer contributes \$11.50 (\$5.45) per month single coverage and \$23.00 (\$11.61) per month family coverage.

Extended Health Care - Employer contributes \$4.60 (\$1.04) per month single coverage and \$9.83 (\$2.62) per month family coverage for Ontario residents. Employer contributes \$4.65 per month single coverage and \$12.40 per month family coverage for Quebec residents (previously \$2.50 per month).

Dental Plan (new) - Employer pays 100% of premium costs for a basic plan.

Holiday Inn of Don Valley of the Commonwealth Holiday Inns of Canada Limited at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from August 1, 1981 to July 31, 1984, covering 203 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Aug. 1/81</u>	<u>May 8/82</u>
	Increases	25¢-65¢	21¢-50¢
	Waiter/Waitress	\$3.70 (\$3.45)	\$3.90
	Maid	\$4.60 (\$4.10)	\$5.05
	1st Cook	\$6.35 (\$5.70)	\$6.80
	Effective	<u>Jan. 29/83</u>	<u>July 30/83</u>
	Increases	21¢-50¢	21¢-55¢
	Waiter/Waitress	\$4.15	\$4.45

	<u>Jan. 29/83</u>	<u>July 30/83</u>
Maid	\$5.50	\$6.00
1st Cook	\$7.25	\$7.75
Probationary period is 50 (60) days worked.		
Work on Paid Holidays:	In addition to holiday pay, employee receives time and one-half (straight time) for all hours worked on New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day and Christmas Day.	
Paid Vacation:	4 weeks after 12 (14) years' service.	
Bereavement Leave:	Grandchild is added for 1 day's paid leave to attend the funeral.	
Health and Welfare:	OHIP - Employer pays 50% of premium costs for all regular full time employees with less than 1 year of continuous service and 100% for those with 1 year or more. (Previously, employer paid \$13 single/\$27 family.)	
	Dental Plan - Effective October 28, 1981, payments are based on the 1980 (1975) Ontario Dental Association fee schedule. Effective August 1, 1982, the 1981 ODA fee schedule.	
Gratuities:	Waiters and Waitresses who serve the food for banquets between October 28, 1981 and July 31, 1983 receive 70% (11/15) of the gratuity related to food revenue. Effective August 1, 1983, 75%	

Swiss Chalet Employers' Association, formerly Swiss Chalet Bar B.Q. and Food Corp. Limited, carrying on business as Swiss Chalet Bar B.Q., province-wide - Canadian Restaurant Employees (Ind.): A 36-month renewal agreement* effective from November 9, 1981 to November 8, 1984, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

*This contract replaces 35 collective agreements which were in effect and for which early termination was granted by the Ontario Labour Relations Board.

Wages:	Effective	<u>Nov. 9/81</u>	<u>Nov. 9/82</u>	<u>Nov. 9/83</u>
Increases		varies	6% for Waitress; 10% for all others	6% for Waitress; 10% for all others
Additional Adjustments			17¢ on maximum rate for Take Out Order	5¢ on start rate for Bartender and Cashier
Waitress		\$3.10-\$3.35	\$3.26-\$3.55	\$3.45-\$3.76

	<u>Nov. 9/81</u>	<u>Nov. 9/82</u>	<u>Nov. 9/83</u>
Kitchen Help	\$5.70-\$5.98	\$6.27-\$6.57	\$6.89-\$7.23
Cook (in stores operated by Food Corp. Ltd.)	\$6.20-\$6.48	\$6.82-\$7.12	\$7.50-\$7.84

Previous rates varied according to location.

Probationary period is 3 calendar months for a full-time employee and 4 calendar months for part-time. (Previously, 60 worked days at Kingston, St. Catharines, Scarborough and 2 or 3 months at all other locations.) Maximum rates are reached on merit (previously after 2 years).

Acting Pay (new): An employee who is temporarily transferred for 3 working hours or more receives her own rate of pay or the rate of pay for the job to which she is transferred, whichever is higher.

Overtime Pay (new): Time and one-half after 9 hours per day or 40 hours in any 7 consecutive days (previously after the 6th or 7th consecutive work day or over 40 hours per week).

Shift Premium: 0-12¢-12¢ (0-10¢-10¢). Payable only when 5 hours of work in the second or third shift are performed between 5:00 p.m. to 8:00 a.m. of the following day. (Previously, 6 hours at 3 Toronto locations, Etobicoke and Brampton. Unchanged for all others.)

Seniority Bonus (new): Effective as of November 15 1982 and 1983 for regular employees, 10¢ per hour worked prior to November 15th of that contract year, for employees with 2 years' seniority; 15¢ per hour worked for employees with 5 years' seniority and 20¢ per hour worked for employees with 10 years' service.

Paid Holidays: Effective November 9, 1982 and November 9, 1983, 1 floating holiday is added for a total of 10 days.

Bereavement Leave: 1 day's paid leave for mourning, if the employee is unable to attend the funeral of a member of her family, due to time or distance constraints (new).

Health and Welfare: Effective January 1, 1982, for full-time employees with 1 year's service, employer pays 100% of premium costs for the following benefits:

Life Insurance and A.D. & D. (new) - \$10,000 coverage.

Extended Health Care - Maximum \$10,000 coverage. 20% co-insurance. \$10 single/\$20 family deductibles. (Previously, 8¢ per hour per employee was contributed to the Supplementary Health Group Insurance Basic Plan at Kingston, St. Catharines, Scarborough and 181 Eglinton Avenue East, Toronto.)

OHIP - Employer pays 50% of premium costs. (Previously, employer contributed 25%, 50% or 75% of premium costs, depending on location.)

Dental Plan (new) - Maximum benefit is \$1,200 per year. \$25 single/\$50 family deductibles. 20% co-insurance on preventative and restorative work plus endodontics. Payments are based on the 1981 Ontario Dental Association fee schedule.

Uniform Cleaning and Shoe Allowance: Effective in January 1982, employer contributes \$1.16 per week (\$60 per year) to kitchen staff towards the purchase of shoes, \$1.16 per week (\$5 per month) to cashiers and bartenders towards the cleaning of uniforms and \$2.31 per week (\$10 per month) per waitress towards the cost of both.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (2,135 computer systems administration group employees): A 17-month renewal agreement effective from October 19, 1981 to March 29, 1983, with wages retroactive to March 16, 1981 settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Mar. 16/81</u>	<u>Mar. 16/82</u>
	Increases	14%	13%
Adjustments: 2 additional steps to maximum level at CS-4 and CS-5. 1 additional step at the start rate of CS-5.			

Annual Rates

CS-1	\$14,920-\$25,116 (\$13,088-\$22,032)	\$16,860-\$28,381
CS-3	\$29,692-\$34,341 (\$26,046-\$30,124)	\$33,552-\$38,805
CS-5	\$38,923-\$48,846 (\$32,690-\$42,847)	\$43,983-\$55,196

Hours of Work: 37 1/2 per week (unchanged).

Shift Premium: 0-30¢-40¢ (0-25¢-33¢). Effective March 16, 1982, 0-45¢-45¢.

Weekend Premium: 35¢ (25¢).

Acting Pay: Qualifying period is 15 (20) days.

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective April 1, 1981, 5 weeks after 22 (25) years' service. Also 4 weeks after 10 years and 3 weeks after 1 year (unchanged). Effective April 1, 1982, 5 weeks after 20 years.

Leave With Pay For Family Related Responsibilities: Up to 2 consecutive days for the temporary care of a sick family member. One day for needs relating to the adoption of a child. One day for male employee for needs relating to the birth of his child. Up to 1/2 day to transport dependent family member for medical or dental appointments, or appointments with school authorities or adoption agencies. Family related leave with pay shall not exceed 5 days per fiscal year (new).

Meal Allowance: \$4 (\$3.50) for 3 or more hours overtime and \$3 (\$2.50) for each additional 4-hour period.

Government of Canada (Treasury Board) - Professional Institute (Ind.) (defence scientific service group): A 9-month renewal agreement effective from October 14, 1981 to July 20, 1982, with wages retroactive to July 21, 1981, covering 212 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective July 21/81

Adjustments Restructuring of wage schedule for DS-1, 2 and 3; increase to 9 (8) pay levels for DS-5 and addition of a DS-7 classification;

Increases 9.5% for DS-1, 2 and 3
11% for DS-4, 5 and 6

DS-1 \$15,330-\$23,400
(\$14,000-\$21,370)

DS-6 \$49,183-\$55,232
(\$44,309-\$49,759)

DS-7 (new) \$53,900-\$55,900

Previous rates for DS-1 reflect the restructuring of the wage schedule.

Overtime Pay: Time and one-half (straight-time) for DS-6 after 7 1/2 hours or the normal hours of work established per day, excluding field work.

Paid Vacation: 5 weeks after 20 (25) years' service. DS-7 is included in the provision for 4 weeks paid leave per year.

Meal Allowance: \$4 (\$3.75) after 3 hours' overtime worked, plus \$3 (\$2.75) after an additional 4 hours.

National Research Council of Canada - Professional Institute (Ind.) (professional and scientific category) (990 research officers and research council officers): An 8-month renewal agreement effective from October 15, 1981 to June 20, 1982, with wages retroactive to June 22, 1981, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages: Effective June 22/81

Annual Rates

Junior Research \$18,400-\$22,600
Officer/Research (\$15,920-\$19,670)
Council Officer 1

Associate Research \$35,220-\$44,180
Officer/Research (\$31,445-\$39,685)
Council Officer 3

June 22/81

Principal Research \$52,730-\$56,600
Officer/Research (\$47,725-\$51,220)
Council Officer 5

Hours of Work: 37 1/2 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective September 20, 1981, 4 weeks after 8 (10) years' service and 5 weeks after 20 (22) years. Also 3 weeks after 1 year (unchanged).

Sick Leave: Up to 5 consecutive days to a maximum of 10 per year without a medical certificate. (Previously 3 days to a maximum of 7 per year.)

Flying Allowance: \$60 (\$50) per month for employees required to work in experimental aircraft in flight, provided a minimum of 15 hours are performed monthly for 3 consecutive months.

Leave With Pay for Family Related Responsibilities: Up to 2 consecutive days for the temporary care of a sick family member. One day for needs relating to the adoption of a child. One day for male employees for needs relating to the birth of his child. Up to 1/2 day to transport dependent family member for medical or dental appointments or appointments with school authorities or adoption agencies. Family related leave with pay shall not exceed 5 days per fiscal year (new).

Severance Pay: On retirement, the reference to age 55 has been deleted. On release for incapacity, the maximum benefit increased from 26 to 28 weeks.

LOCAL ADMINISTRATION

North York City Corp. - Local 752, Fire Fighters (AFL-CIO/CLC) (615 employees): A 12-month renewal agreement, covering working conditions only, effective from January 1, 1981 to December 31, 1981, settled by arbitration. Duration of negotiations - 13 months. (For arbitrated wage settlement see Collective Bargaining Settlement Report July 1981, p. 475.)

Health and Welfare: Optical Plan (new) - \$50 allowance for prescription glasses every 2 years.

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

Pension Plan: Early Retirement (new) - Effective January 1, 1982, no actuarial reduction in earned benefits for employees retiring under "85-point rule" - i.e. age 55 with 30 years of service.

Disability Pension (new) - Effective January 1, 1982, no actuarial reduction in earned benefits for employees taking a disability pension.

ADDENDUM

September 1981 Settlement

PERSONAL SERVICES

The Hotel Association of Metropolitan Toronto - Local 280, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1981 to April 30, 1983, covering 750 employees, settled with mediation assistance during a work stoppage and ratified in September, 1981. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/81</u>	<u>May 1/82</u>
	Increases	10% for tapmen; 8% for others	10% for tapmen; 8% for others

Weekly Rates*

Waiter	\$167.61 (\$155.20)	\$181.02
Service Bartender	\$238.17 (\$216.53)	\$261.99

*Employees working less than 36 hours per week are paid on an hourly basis, which is slightly higher.

Cost of Living Allowance: Effective October, 1981, 1¢ per 0.5 increase in the Consumer Price Index beyond a 5 point rise occurring during the corresponding 6 months. Adjusted semi-annually. Payable as a lump sum after each 6 month period. (Basic formula is unchanged.)

Paid Vacation: 4 weeks at 8% (new) after 25 years' service.

Negotiations in Progress during October 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Ne St
Artex Woollens Ltd., Cambridge (Hespeler)	Clothing and Textile Workers (AFL-CIO/CLC)	230	B
Automotive Hardware Ltd., Automatic Screw Machine Products Ltd. and Federal Bolt and Nut Corp. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	335	MED
Brown Shoe Co. of Canada, Stirling	Food and Commercial Workers (AFL-CIO/CLC)	206	C
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED
Canteen of Canada Ltd., Intercity	Retail Wholesale Employees (AFL-CIO/CLC)	270	B
Cara Operations Ltd. (Airline Services Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	380	C
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	550	B
Carleton University, Ottawa	CUPE (CLC) (part-time, non-graduate teachers)	600	C
Clark Equipment of Canada Ltd., St. Thomas	Machinists (AFL-CIO/CLC)	300	MED
Connaught Laboratories Ltd., Toronto	Energy and Chemical Workers (CLC)	525	B
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	200	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (open shop)	630	B
Cyanamid Canada Ltd., Welland	Energy and Chemical Workers (CLC)	420	B
Domglas Inc., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	750	B
Dominion Chain Co. (Div. of Welland Forge Ltd.), Stratford	Machinists (AFL-CIO/CLC)	425	B
Dominion Textile Inc. (Caldwell Consumer Products), Iroquois	United Textile Workers (AFL-CIO/CLC)	300	C

*For definition of codes see page 681

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
ominion Textile Inc. (Long Sault Frabrics and Yarns Plants), Long Sault	United Textile Workers (AFL-CIO/CLC)	570	CO
urham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	B
urham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	454	F
ddy Forest Products Ltd. (Wood Products Div.), Nairn	Carpenters (AFL-CIO/CLC)	217	B
tobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	B
tobicoke Borough Corp.	CUPE (CLC) (outside empls.)	660	B
tobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	ARB
xtendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical, full-time empls.)	1,740	PCB
ederal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/ CLC)	435	B
eneral Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	CO
reb Industries Ltd. (CEMA(V) Plant and Services), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	260	B
rey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	303	MED
amilton City Board of Education	CUPE (CLC) (caretakers and mainten- ance empls.)	240	PCB
amilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	290	PCB
amilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	MED
amilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,100	B

*Federal jurisdiction

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Hastings-Prince Edward County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	205	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	F
IBL Industries Ltd., Burlington	Employees Assn. (Ind.)	350	B
Kitchener City Corp.	Fire Fighters (AFL-CIO/CLC)	214	AR
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	F
Lanark County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	205	ME
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	240	ME
Levi Strauss of Canada Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	200	MED/
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	390	ME
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300	AR
MTD Products Ltd., Kitchener	Auto Workers (AFL-CIO/CLC)	200	MED/
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Assn. for the Mentally Retarded	CUPE (CLC)	300	CO
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (office empls.)	1,090	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	B

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	B
National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
National Research Council of Canada, Ottawa**	Research Council Employees (Ind.)	285	B
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	740	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	B
Northern Telecom Canada Ltd. (Telephone Distributing House-Shop and Warehouse and Western Region Installation Dept.), Toronto	Communications Workers (CLC)	805	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	PAIRO (Ind.) (residents and internes)	2,500	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	10,100	B

**Federal jurisdiction

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Ne Sta
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	680	B
Ontario Housing Corp., province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B
Otaco Div. of Bartaco Industries Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	270	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	PO
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	AF
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	B
Pamour Porcupine Mines Ltd. (Pamour, Ross and Schumacher Div.), Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	880	B
Peel Board of Education	CUPE (CLC) (caretakers)	444	CO
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	CO

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Peel Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,985	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough, Victoria, Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	380	B
Parker Oats Co. of Canada Ltd., Peterborough	Food and Commercial Workers (AFL-CIO/CLC)	400	B
Peel General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	301	PCB
Peterborough County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	257	F
Pine Canada Inc., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	220	B
Peterborough Hospital, Toronto	CUPE (CLC) (professional empls.)	200	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	ARB
Peterborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	725	B
Peterborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	387	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Pine and Stone Ltd., Georgetown	Auto Workers (AFL-CIO/CLC)	305	B
Pine of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	240	MED/WS
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	WS

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg' Stag
Steel Co. of Canada Ltd. (Page-Hersey Works), Welland	Electrical Workers (UE) (CLC)	965	B
Steel Co. of Canada Ltd. (Welland Tube Works), Welland	Electrical Workers (UE) (CLC) (production and maintenance empls.)	700	B
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
Sunnybrook, Wellesley, Mount Sinai, Baycrest and Toronto East General and Orthopaedic Hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	943	B
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	450	CO
Thunder Bay City Corp.	CUPE (CLC)	305	B
Tonka Corp. Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	300	CO
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto City Board of Education	CUPE (CLC)	401	B
Toronto City Board of Education (Public School Sector)	CUPE (CLC)	212	B
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	ARB
University of Toronto Governing Council	Cdn. Union of Educational Workers (Ind.)	1,800	MED
Victoria Hospital and others, southwestern Ontario	Service Employees (AFL-CIO/CLC)	3,000	PCB
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED/W
Waterloo County Board of Education	Custodial and Maintenance Assn. (Ind.)	360	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	PMB

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	MED
Work Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	250	MED/WS
<u>More Than One Province</u>			
all Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	17,000	B
all Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	600	B
all Canada, Que. and Ont.**	Communications Workers (CLC) (craft and service empls.)	23,205	B
V/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.) and Railway Clerks (AFL-CIO/CLC)	2,820	B
V Rail, system-wide**	Locomotive Engineers (Ind.)	3,005	B
V Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
V Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yard-masters, etc.)	7,610	B
P Rail, system-wide**	Locomotive Engineers (Ind.)	2,910	B
P Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
P Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, etc.)	5,435	B
Canada Post, Canada-wide**	Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	8,200	B
Canada Post, Canada-wide**	Letter Carriers Union of Canada (CLC) (unit 2, letter carriers and mail service couriers)	21,000	B

*Federal jurisdiction

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-gravers)	2,200	B
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075	B
Government of Canada (Treasury Board)**	Economists' Sociologists' and Statisticians Assn. (Ind.)	2,275	Arb
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,450	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	47,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	1,800	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	2,900	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Maple Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont.**	Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	500	B
Railway Assn. of Canada (CN, CP Rail, CN & CP jointly owned cos. and other cos.), system-wide**	Asstd. Railway Unions (CLC) (AFL-CIO/CLC) (non-operating empls., clerical, office, road service and residual empls.)	35,890	B
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	B

**Federal jurisdiction

Negotiations in Progress during October 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
skatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (country elevator, office, farm service, printing and publishing, live-stock, terminal elevator divs. and construction repair dept. empls.)	2,500	B
per Lakes Shipping, Great Lakes and St. Lawrence**	Railway, Transport and General Workers (CLC) (unlicensed personnel)	600	CO
rdair Canada, system-wide**	Air Line Flight Attendants (CLC)	700	WS

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in November 1981

Employer and Location	Union	No. Emp
Bell Canada, province-wide	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	10,00
Bell Canada, province-wide	Cdn. Telephone Employees (Ind.) (communications sales empls.)	60
Bell Canada, province-wide	Communications Workers (CLC) (craft and service empls.)	7,50
Bell Canada, province-wide	Communications Workers (CLC) (traffic operators and dining service)	4,06
Cyanamid Canada Ltd., Welland	Energy and Chemical Workers (CLC)	42
Dominion Chain Co. (Div. of Welland Forge Ltd.), Stratford	Machinists (AFL-CIO/CLC)	42
Greb Industries Ltd. (CEMA (V) Plant and Services), Kitchener	Clothing and Textile Workers (AFL-CIO/CLC)	26
IBL Industries Ltd., Burlington	Employees Assn. (Ind.)	35
Maple Leaf Mills Ltd., Port Colborne and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	26
National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	28
Rheem Canada Inc., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	22
Smith and Stone Ltd., Georgetown	Auto Workers (AFL-CIO/CLC)	30
Steel Co. of Canada Ltd. (Page-Hersey Works), Welland	Electrical Workers (UE) (CLC)	96
Susan Shoe Industries Ltd., Hamilton	Food and Commercial Workers (AFL-CIO/CLC)	45
Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Thunder Bay and Toronto	Cdn. Telephone Employees (Ind.)	38
Treasury Board of Canada, province-wide	Public Service Alliance (PSAC) (CLC) (clerical and regula- tory group)	27,51
Treasury Board of Canada, province-wide	PSAC (CLC) (office equipment operations group)	45
Weyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	33



Labour Canada Travail
Canada Canada



Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
November 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in November 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in December 1981.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

December 29, 1981

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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited at Peterborough - Local 293-1, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1981 to October 31, 1983, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Nov. 1/81	Nov. 1/82
	General Increases	13%	11.5%
	Additional Adjustments	2¢-40¢ for some classifications prior to increase	
		Addition of some new classifications	
	General Labourer	\$8.77 (\$7.76)	\$9.78
	Grade 10 (7) (Craftsman)	\$10.74 (\$9.10)	\$11.98
Shift Premium:	0-25¢-30¢ (0-22¢-24¢)		
Overtime Pay:	Double time after 8 hours worked on Saturday. (Previously, time and one-half for all hours worked on Saturday.)		
Paid Holidays:	Effective in the second year of agreement, 1 floating day is added for a total of 13 days.		
Paid Vacation:	5 weeks after 20 (25) years' service.		
Bereavement Leave:	5 (3) days' paid leave to attend or make arrangements for the funeral of a spouse.		
Health and Welfare:	<u>Weekly Indemnity</u> - Benefits of 75% of weekly earnings extended to 6 (4) weeks before UIC payments commence. Plan reactivated at termination of UIC payments. <u>Dental Plan</u> - Employer pays 100% (50%) of premium costs. Payments are based on the 1980 (1979) Ontario Dental Association fee schedule. Effective in the second year, the 1981 ODA fee schedule.		
Safety Shoe Allowance:	Effective in 1982, employer pays a maximum of \$45 (\$40) per year. Effective in 1983, \$50.		
Tool Allowance: (new):	Employer pays a maximum of \$75 per year for each eligible maintenance employee.		

Colonial Cookies, A Division of Beatrice International (Canada) Ltd. at Kitchener - Local 617P, Food and Commercial Workers (AFL-CIO/CLC): A 24-month first agreement effective from November 1, 1981 to October 31, 1983, covering 260 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Nov. 1/81	Nov. 1/82
	General Increases	60¢	75¢
	Additional Adjustments	12¢ for Tower Operator #4 Oven, Sales, Laundry and Sample, and Wrapping Machine Operator	
	Packer	\$6.55-\$7.17 (\$5.95-\$6.57)	\$7.30-\$7.92
	Oven Captain	\$7.29-\$8.11 (\$6.69-\$7.51)	\$8.04-\$8.86
	Probationary period is 65 days. Maximum rates are reached after 66 days worked for Packer and 126 days worked for all other employees.		
Hours of Work:	40 hours per week for Packer and 41 1/4 for all others.		
Overtime Pay:	Time and one-half for all authorized overtime and for work on Saturday. Double time for all hours worked on Sunday.		
Paid Rest Periods:	Two 20-minute breaks during each shift. One 10-minute break prior to starting overtime of 1 1/2 hours or more. One 20-minute break if scheduled to work 4 hours' overtime.		
Shift Premium:	0-15¢-25¢.		
Call-Back Pay:	Minimum 4 hours' pay at regular rate.		
Reporting Pay:	Minimum 4 hours' work or pay.		
Acting Pay:	Employee receives his regular rate or the rate for the job to which he is transferred, whichever is higher.		
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and 1 designated day in February to be replaced by Heritage Day, if proclaimed, are recognized for a total of 11 days.		
Holiday Pay:	Employee working on a paid holiday receives double time plus holiday pay.		
Paid Vacation (Full-time):	2 weeks at 4% after 1 year's service, 3 weeks at 6% after 5 years, 4 weeks at 8% after 12 years and 5 weeks at 10% after 20 years.		
Bereavement Leave (Full-time):	Up to 3 days' paid leave in the event of the death of a spouse, parent, child, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law,, grandparent or grandchild and 1 day's paid leave to attend the funeral of a relative other than those mentioned above, for all non-probationary employees.		
Jury Duty and Court Witness Pay:	Employer pays the difference between regular salary and fees received, for all non-probationary employees.		

Injury Pay: Employee receives 8 hours' pay for the day on which the injury occurs.

Health and Welfare (Full-time): Life Insurance - Effective December 1, 1981, \$4,000 coverage. Effective November 1, 1982, \$5,000.

OHIP - Employer contributes \$5 per month single and \$10 per month family towards the premium costs. Effective December 1, 1981, employer contributes 50% of premium costs. Effective November 1, 1982, 75%. Effective May 1, 1983, 100%.

Weekly Indemnity - Effective December 1, 1981, 5 (8) day waiting period.

Temporary Lay-off: 3 days' notice or pay in lieu for a layoff from 1 to 4 days and 1 work week's notice or pay in lieu for a layoff of 4 or more consecutive work days.

Safety Shoe Allowance: Effective November 1, 1982, \$30 per year for Mixer, Dough, Feeder, Maintenance, Service and Warehouse classifications.

Tool Allowance: Employer contributes \$30 per year for replacement of hand tools for maintenance department employees. Effective November 1, 1982, \$40.

LEATHER

Brown Shoe Company of Canada, Limited at Perth - Local 1979, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 23, 1981 to October 20, 1983, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 23/81</u>	<u>Oct. 22/82</u>
	General Increases	10%	10%
	Dayworker	\$4.02-\$6.33 (\$3.65-\$5.75)	\$4.42-\$6.96

Paid Vacation: Effective in 1982, 3 weeks after 5 (10) years' service and 4 weeks (new) after 15 years.

Health and Welfare: OHIP - Employer pays 85% (75%) of premium costs.

Dental Plan - Effective October 22, 1982, employer pays 60% (50%) of premium costs.

Susan Shoe Industries Limited at Hamilton - Local 233F, Food and Commercial Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from November 26, 1981 to November 8, 1983, covering 450 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Nov. 26/81	Nov. 8/82	Dec. 4/82
Increases		32¢ on class rate factors for incentive workers; 42¢ on base rates; 41¢-55¢ on target rates for Special Classes	40¢ on base rates	30¢ on class rate factors for incentive workers; 36¢-50¢ on target rates for Special Classes
	<u>Base Rates</u>			
	Class D	\$4.60 (\$4.18)	\$5.00	\$5.00
	Class A	\$4.67 (\$4.25)	\$5.07	\$5.07
	Truck Driver	\$6.93 (\$6.43)	\$6.93	\$7.43
	Previous rates reflect an 18¢ COLA fold-in.			
Cost of Living Allowance:	Effective November 8, 1982, 3¢ per hour per 1% increase in the cost of living above 10% (6%). Not applicable to classification rates for incentive workers.			
Settlement Pay:	40¢ per hour for all hours worked from November 8, 1981, to date of ratification for all employees still employed as of date of ratification.			
Premium Pay:	25¢ per hour on target rate, for the day, for any union warehouse employee who is required to do any work which should have been performed by any salaried management employee (new).			
First Aid Attendant Premium:	\$2 (\$1) per day.			
Christmas Bonus (new):	3 hours at base rate for Christmas Eve afternoon or the last working afternoon prior to Christmas, plus \$25 for all after probationary employees.			
Health and Welfare:	<u>Weekly Indemnity</u> - 4 weeks maximum at \$72 (\$60) per week after 3 months' service, 13 weeks at \$72 (\$60) per week after 1 year, and 13 weeks at \$120 (\$100) per week after 5 years.			
	<u>Dental Plan</u> - Maximum annual benefit increases to \$1,500 (\$1,000). Payments are based on the 1980 (1978) Ontario Dental Association fee schedule.			
Pension Plan:	<u>Registered Retirement Savings Plan</u> - Employer contributes 15¢ per hour worked up to a maximum of 40 hours per week (new).			

TEXTILE

Caldwell, Division of Dominion Textile Inc., formerly Caldwell Consumer Products, Dominion Textile Inc. at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1981 to September 29, 1984, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Nov. 22/81</u>	<u>Mar. 28/82</u>	<u>Sept. 5/82</u>
	Increases	8.5%-12%	1.5%	
	Additional Adjustments	*		11¢ on the average
	Labourer	\$5.61 (\$4.94)	\$5.705	\$5.845
	Stationary Engineer, 2nd Class	\$8.54 (\$7.87)	\$8.635	\$8.635
	Effective	<u>Sept. 26/82</u>	<u>Dec. 26/82</u>	<u>Mar. 27/83</u>
	General Increases	3%	3%	3%
	Additional Adjustments			11¢ on the average
	Labourer	\$6.02	\$6.20	\$6.53
	Stationary Engineer, 2nd Class	\$8.895	\$9.16	\$9.435
	Effective	<u>June 26/83</u>	<u>Sept. 25/83</u>	<u>Dec. 25/83</u>
	General Increases	3%	3%	3%
	Labourer	\$6.725	\$6.93	\$7.135
	Stationary Engineer, 2nd Class	\$9.72	\$10.01	\$10.31
	Effective		<u>Mar. 25/84</u>	<u>July 1/84</u>
	General Increases		3%	3%
	Labourer		\$7.35	\$7.57
	Stationary Engineer, 2nd Class		\$10.62	\$10.94

*35¢ per hour for all maintenance employees excluding stationary engineers and watch keepers. This increase is not included in the rate when the general first year increase is calculated.

Retroactive Pay: Eligible employees receive 67¢ per hour for all hours worked between October 1, 1981 and November 21, 1981.

Weekend Premium: Time and one-half for all hours worked on Saturday. (New for stationary engineers and watch keepers. Unchanged for all other employees.) Double time (time and one-half) for all hours worked on Sunday.

Call-In Pay: An employee called in to work before his regular shift, who is sent back home before the end of it receives time and one half for all hours worked before the regular daily hours (new).

Paid Holidays: 1 floating day is added for a total of 13 days.

Paid Vacation: 4 weeks after 17 (18) years' service. Effective October 1, 1982, 4 weeks after 16 years. Effective October 1, 1983, 4 weeks after 15 years.

Vacation Pay: Effective October 1, 1982, 4.5% (4%) after 1 year's service, 6.5% (6%) after 5 years, 7.5% (7%) after 10 years, 8.5% (8%) after 15 years, 9.5% (9%) after 20 years and 10.5% (10%) after 25 years.

Jury Duty Pay (new): Employer pays the difference between regular salary and fees received.

Health and Welfare: Life Insurance - \$7,000 (\$5,000) coverage.
Weekly Indemnity - Benefit increases to \$150 (\$100) per week, payable on a 1-1-5-26 (1-7-26) basis.

Safety Shoe Allowance: Employer contributes \$40 (\$15) per pair. Dye house employees are eligible for 2 pairs per year (new) and all other employees on the pre-established list receive 1 pair (unchanged).

Dominion Textile Inc. Long Sault Fabrics Plant and Long Sault Yarns Plant at Long Sault - Locals 468 and 469, United Textile Workers (AFL-CIO/CLC):
Two 36-month renewal agreements effective from October 1, 1981 to September 29, 1984, covering 530 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 22/81</u>	<u>Mar. 28/82</u>	<u>Sept. 26/82</u>
General Increases		12%	1.5%	3%
Additional Adjustment		*		
Lift Truck Operator		\$6.120 (\$5.465)	\$6.215	\$6.400
Stationary Engineer, 2nd Class		\$8.210 (\$7.330)	\$8.335	\$8.585
	Effective	<u>Dec. 26/82</u>	<u>Mar. 27/83</u>	<u>June 26/83</u>
General Increases		3%	3%	3%
Lift Truck Operator		\$6.590	\$6.790	\$6.995

	<u>Dec. 26/82</u>	<u>Mar. 27/83</u>	<u>June 26/83</u>
Stationary Engineer, 2nd Class	\$8.840	\$9.105	\$9.380
Effective	<u>Sept. 25/83</u>	<u>Dec. 25/83</u>	<u>Mar. 25/84</u>
General Increases	3%	3%	3%
Lift Truck Operator	\$7.205	\$7.420	\$7.640
Stationary Engineer, 2nd Class	\$9.660	\$9.950	\$10.245
			\$10.555

*35¢ per hour for all maintenance employees in Local 469 only, excluding stationary engineers and watch keepers. This increase is not included in the rate when the general first year increase is calculated.

Signing Bonus: \$100 per employee.

Paid Holidays: December 24 is added for a total of 12 days.

Paid Vacation: 4 weeks after 17 (18) years' service. Effective October 1, 1982, 4 weeks after 16 years. Effective October 1, 1983, 4 weeks after 15 years.

Vacation Pay: Effective October 1, 1982, 5% (4.5%) after 1 year's service, 5.5% (5%) after 3 years, 6.5% (6%) after 5 years, 7% (6.5%) after 8 years, 7.5% (7%) after 12 years, 8.5% (8%) after 15 years, 10% (9.5%) after 20 years and 10.5% (10%) after 25 years.

Health and Welfare: Life Insurance - \$10,000 (\$5,000) coverage.

Weekly Indemnity - Maximum benefit increases to \$125 (\$100) per week, payable as previously on a 1-5-26 basis.

Safety Shoe Allowance (new): Employer pays a maximum of \$40 for 1 pair per employee per year.

PRIMARY METAL

Stelco Inc. (Page-Hersey Works and Welland Tube Works) at Welland - Local 523,
Electrical Workers (UE) (CLC) (1,575 hourly rated employees, of
which 300 are currently on lay-off status): Two 36-month renewal
agreements effective from November 1, 1981 to October 31, 1984,
settled at the post conciliation bargaining stage. Duration of
negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 1/81</u>	<u>Nov. 1/82</u>	<u>Nov. 1/83</u>
COLA Fold-in		\$1.09*		
COLA Advance		\$.075		

	<u>Nov. 1/81</u>	<u>Nov. 1/82</u>	<u>Nov. 1/83</u>
General Increases	\$1.075	25¢	30¢
Job Class Incre- ments**	2¢ average	2¢ average	2¢ average

Page-Hersey Works

Labour Grade 1 (includes some Labourers)	\$10.36 (\$8.12)	\$10.61	\$10.91
Labour Grade 14 (includes Electronic Repairman)	\$13.16 (\$10.55)	\$13.78	\$14.45

Previous rates reflect COLA fold-ins of 47¢ on November 1, 1979 and 64¢ on November 1, 1980.

NOTE: Labour Grades 14 at Page-Hersey, 15 at Welland Tube. Hourly rates for Labour Grade 1 through 14 are identical. However, Welland Tube Works pays one Labour Grade higher than Page-Hersey Works for similar classifications.

*Includes 90¢ generated from the last 3 quarterly calculations ending July 1981 and 19¢ for the period July to October 1981.

**Labour Grade 13 (Maintenance Classification) received a 34¢ adjustment in line with the 34¢ incremental increase received by Labour Grade 18 (Maintenance Classification) at Hilton operation. Other Labour Grades at Page-Hersey and Welland Tube received pro-rated adjustments sufficient to maintain historic differential pattern within their wage schedule.

Cost of Living
Allowance:

1¢ per 0.3 point increase in the Consumer Price Index - 1971 = 100, adjusted quarterly and folded in on November 1, 1981, November 1, 1982 and November 1, 1983. (Previous formula similar.)

Advance COLA - 7 1/2¢ effective November 1, 1981, in anticipation of final adjustment. Calculation for last quarter to be reduced by 7 1/2¢.

Hours of Work: 40 per week (unchanged).

Shift of Premium: Effective November 1, 1982, 0-25¢-30¢ (0-20¢-25¢). Effective November 1, 1983, 0-30¢-35¢.

Paid Holidays: Page-Hersey Works - 9 days (unchanged). Effective January 1, 1983, 10.

Welland Tube Works - 11 (9) days. Effective January 1, 1983, 12.

Paid Vacation:

Page-Hersey Works - Effective January 1, 1982, 4 weeks after 9 (12) years' service, 5 weeks after 19 (25) years, 6 weeks after 25 (30) years and 7 weeks (new) after 34 years. Also, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Welland Tube Works - Effective January 1, 1982, 4 weeks after 9 (10) years' service, 5 weeks after 15 (21) years and 6 weeks after 25 (30) years. Also, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

**Special
Vacation Pay:**

Page-Hersey Works - 20% of regular vacation pay entitlement (unchanged).

Welland Tube Works - Either 30% or 25% of regular vacation pay entitlement depending on the month vacation is taken (unchanged).

**Health and
Welfare:**

Life Insurance - \$25,000 (\$16,000) coverage for those under 65; \$6,250 (\$3,500) for those 65 or older or for those retiring before 65.

Weekly Indemnity - Effective January 1, 1982, \$225 (\$205). Effective January 1, 1983, \$245. Effective January 1, 1984, \$275. 52 weeks payment.

Extended Weekly Indemnity (new) - For disabilities occurring on or after November 1, 1981. Employees who do not qualify for Long Term Disability benefits or a disability pension, and who have exhausted regular weekly indemnity benefits receive \$92.31 per week for a maximum of 1 year.

Major Medical Benefit - \$50,000 (\$10,000) lifetime maximum.

Optical Benefit - \$75 (\$50) every 2 years. 3 month (2 year) qualifying period.

Hearing Aid - \$300 every 3 years (unchanged). Coverage extended to pensioners and eligible dependents.

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule. 80% co-insurance for dentures to a maximum of \$1,500 per person per year; one set per 5-year period. Dental plan extended to pensioners and eligible dependents. Effective November 1, 1982, 80% co-insurance for inlays, onlays, crowns and bridge work repairs. Maximum of \$1,500 per person per year.

Pension Plan:

Basic Monthly Benefit - \$17 (\$12) per year of service.

Supplemental Monthly Benefit - \$16 (\$11) per year of service.

Benefit Improvements For Those Receiving Pensions or Survivor Benefits - \$50 per month. Effective November 1, 1982, \$20. Effective November 1, 1983, \$30.

Joint and Survivor Option - Effective 63 1/2% (55%) of reduced normal pension.

**Supplementary
Payment Plan:**

Paid quarterly. Formula used is hours worked times an hourly rate ranging from 15¢ for Labour Grade 1 to 89¢ for Labour Grade 15 (unchanged).

Attendance Plan: Page-Hersey Works - Paid annually at 4¢ per hour worked (unchanged).

Welland Tube Works - Paid semi-annually at 15¢ per hour worked (unchanged).

Safety Boot Allowance: Page-Hersey Works - \$40 (\$10) per year for regular safety boots, \$45 (\$15) if boots have metatarsal protectors, or 100% of the cost of metatarsal protectors (unchanged).

Welland Tube Works - \$40 (\$10) per year and 100% of the cost of metatarsal protectors (unchanged).

METAL FABRICATING

Dominion Chain, Division of Dominion Chain Inc. at Stratford - Local 1927,
Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1981 to November 30, 1984, with wages retroactive to November 9, 1981 covering 425 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 weeks. Previous agreement was scheduled to expire November 30, 1981.

Wages:	Effective	Nov. 9/81	Dec. 1/82	Dec. 1/83
Increases		5% for trades; 3% for others	5% for trades; 3% for others	5% for trades; 3% for others
COLA Fold-in		\$1.79		
Additional Adjustments		15¢ for Light Utility; 8¢ for Tow Motor Operator		
Cable Assembly - Light		\$8.58-\$8.82 (\$6.39-\$6.62)	\$8.84-\$9.08	\$9.10-\$9.36
Cable Assembly - Heavy		\$8.80-\$9.03 (\$6.75-\$6.98)	\$9.06-\$9.30	\$9.34-\$9.58
Electronic Technician		\$10.66-\$10.98 (\$8.36-\$8.67)	\$11.19-\$11.53	\$11.75-\$12.11

Probationary period is 60 worked days during 6 consecutive months. Maximum rates for Cable Assembly - Light and Heavy are reached after four 3-month increases. Maximum rate for Electronic Technician is reached after 3 months.

Cost of Living Allowance: 1¢ per 0.35 rise in the Consumer Price Index -1971=100, using August 1981 as the base index month. Adjusted quarterly and folded-in annually. (Basic formula is unchanged.)

Shift Premium: 0-27¢-27¢ (0-22¢-27¢). Effective December 1, 1982, 0-29¢-29¢. Effective December 1, 1983, 0-32¢-32¢.

Lead Hand Premium: 30¢ (20¢) per hour.

Paid Holidays: 1 additional floating day to be designated in each year is added for a total of 13 days.

Paid Vacation: 4 weeks after 10 (12) years' service.

Bereavement Leave: 3 (1) days' paid leave in the event of the death of grandchildren. An employee unable to attend the funeral of a member of the immediate family receives 1 day's paid leave on the day of the funeral (new).

Health and Welfare: Life Insurance (new) - \$13,000 (\$12,000) coverage. Effective December 1, 1982, \$14,000. Effective December 1, 1983, \$15,000.

Extended Health Care - Maximum claim for eyeglasses is \$100 (\$80).

Dental Plan - Payments are based on the 1981 (1978) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$9 (\$8) per month per year of service. Effective December 1, 1982, \$10. Effective December 1, 1983, \$11.

MACHINERY

Clark Equipment of Canada Ltd. at St. Thomas - Local 2183, Machinists (AFL-CIO/CLC):
A 39-month renewal agreement effective from June 1, 1981 to August 31, 1984, covering 300 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	<u>Effective</u>	<u>June 1/81</u>	<u>Sept. 1/81</u>
Average Increase		33¢	
COLA Fold-in			\$1.45
General Labourer		\$5.93-\$6.12 (\$5.63-\$5.82)	\$7.38-\$7.57
Maintenance Repair		\$7.39-\$7.58 (\$7.03-\$7.22)	\$8.84-\$9.03
Effective		<u>June 7/82</u>	<u>June 6/83</u>
Average Increases		25¢	25¢
General Labourer		\$7.60-\$7.79	\$7.82-\$8.01
Maintenance Repair		\$9.12-\$9.31	\$9.40-\$9.59

Probationary period is 60 days worked. Maximum rates are reached after 6 months.

Cost of Living Allowance: 92¢ float continues.

1¢ per 0.34 change in the Consumer Price Index - 1971=100. Calculated quarterly. (Basic formula is unchanged.) Effective December 1981, 1¢ per hour will be diverted to partially offset costs of the new Weekly Indemnity premiums.

Shift Premium: 0-20¢-23¢ (0-15¢-18¢).

Health and Welfare: Life Insurance and A.D. & D. - Effective September 1981, \$11,000 (\$10,000) coverage. Effective September 1982, \$11,500. Effective September 1983, \$12,000.

Weekly Indemnity - Benefit increases to \$160 (\$130) per week. Effective September 1982, \$170 per week. Effective September 1983, \$180 per week.

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - \$11 (\$10) per month per year of service. Effective September 1983, \$12.

ELECTRICAL PRODUCTS

Canadian Appliance Manufacturing Company Limited at London - Locals 2771 and 4488, Steelworkers (AFL-CIO/CLC) (production and office employees):
Two 36-month renewal agreements effective from August 1, 1981 to July 31, 1984, covering 432 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Aug. 1/81	Aug. 1/82	Aug. 1/83
General Increases		63¢	44¢	28¢
Skilled Trades Adjustments		50¢	25¢	25¢
General Labour		\$8.24 (\$7.61)	\$8.68	\$8.96
Electrician No. 1		\$10.56 (\$9.43)	\$11.25	\$11.78

Weekly Rates

Job Class 5 \$292.16-\$306.72 \$308.66-\$323.22 \$319.16-\$333.72
(Clerk Typist) (\$268.53-\$283.09)

Previous rates reflect \$1.53 COLA fold-in.

Cost of Living Allowance: 1¢ per 0.34 (0.35) point change in the Consumer Price Index - 1971=100. Adjusted quarterly, with 2 payments in the first year, 3 payments in the second year and 4 payments in the third year.

Lead Hand Premium: 25¢ (15¢) per hour.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000) coverage. Effective August 1, 1982, \$15,000.

Life Insurance for Retirees (new) - Effective August 1, 1982, \$2,500.

Weekly Indemnity - Benefit is 66 2/3% of weekly salary (\$160) up to the UIC maximum.

Dental Plan - Payments are based on the 1979 (1977) Ontario Dental Association fee schedule. Effective August 1, 1982, the 1980 ODA fee schedule and Rider #2 is added. Effective August 1, 1983, Rider #3 is added.

Pension Plan: Basic Benefit - \$10 (\$9) per month per year of service, with vesting after 10 years (new). Effective August 1, 1982, \$11 and the 30 year maximum is removed. Effective August 1, 1983, \$12 and early retirement is revised.

Safety Shoe Allowance: Effective August 1, 1982, \$35 (\$25) per year for production employees.

MISCELLANEOUS MANUFACTURING

Tonka Corporation Canada Limited at Mississauga - Local 28, Molders (AFL-CIO/CLC): A
22 1/2-month renewal agreement effective from November 15, 1981 to September 30, 1983, covering 350 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 15/81	Oct. 1/82
General Increases		*11% approx.	8% approx.
COLA Fold-in		36¢	
Additional Adjustments		**Restructuring of increment increases schedule Some upgrading adjustments and addition of new classifications	
Assembler/Packer and Paint Line		\$5.90 (\$4.99)	\$6.37
Electrician		\$11.57 (\$10.10)	\$12.50

*11% increase is retroactive for each hour worked to October 1, 1981.

**For employees hired after November 15, 1981 only, job rates shown are reached after 6 or 9 months depending on classification. Job rate for Assembler/Packer and Paint Line is reached after 6 months and for Electrician, after 9 months. Once a progression period has been completed new employees progress in accordance with those employees hired before November 15, 1981.

Cost of Living Allowance: 1¢ per 0.45 point change in the Consumer Price Index - 1971=100. Capped at 15¢ annually. (Previously, 1¢ per 0.6 point change in the CPI - 1961=100.)

Shift Premium:	0-22¢-27¢ (0-20¢-25¢). Effective October 1, 1982, 0-24¢-29¢.
Lead Hand Premium:	30¢ (25¢) per hour.
First-Aid Premium:	20¢ (15¢) per hour.
Acting Pay:	Employee temporarily transferred to a higher job receives the higher rate or his regular job rate after 4 (8) hours so worked.
Call-in Pay:	4 (3) hours minimum at overtime rate.
Holiday Pay:	10 hours' pay for employees working 10-hour shifts, if the Holiday is celebrated on their regular day of work (new).
Paid Vacation:	4 weeks after 13 (14) years' service, and 5 (4) weeks after 25 years.
Bereavement Leave:	Grandparent is added to the provision for 1 day's paid leave.
Crown Witness Leave (new):	Employer pays the difference between fees received and regular wages.
Health and Welfare:	Life Insurance and A.D. & D. Coverage is 1 year's regular earnings to the nearest \$1,000 as of January 1st in any year. (Previously, \$7,000 coverage.)
	<u>Weekly Indemnity</u> - Maximum benefit increases to \$130 (\$120) per week. Effective October 1, 1982, \$140.
Safety Shoe Allowance:	\$17.50 (\$15) annually. Effective October 1, 1982, \$20. Paint Stripper receives double this allowance (unchanged).
Work Clothing Allowance:	Employer pays 100% (75%) of the cost for Electrician, Maintenance and Maintenance Helper in the maintenance department.

TRANSPORTATION

Wardair Canada (1975) Ltd., system-wide - Air Line Flight Attendants (CLC) (700 employees): A 31-month renewal agreement effective from April 1, 1981 to October 31, 1983, settled during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 1/81</u>	<u>Nov. 1/81</u>	<u>Nov. 1/82</u>
Increases		8%	12%	13.5%
Flight Attendant		\$16.83-\$23.74 (\$15.58-\$21.98)	\$18.85-\$26.59	\$21.39-\$30.18
Purser			\$21.11-\$29.78	\$23.96-\$33.80

NOTE: Agreement previously provided classification of First Flight Attendant DC 10 and B747, First Flight Attendant and Flight Attendant. New agreement provides for Flight Attendant and Purser.

In-Charge Premium:	When a purser is temporarily upgraded to operate as an in-charge employee on wide body aircraft - \$5 per flight hour (previously \$4.75 per flight hour for the first flight attendant on DC 10/B747).
Language Premium:	\$6 per one way flight or \$1 per hour, whichever is greater (\$3 or \$.50 per hour) for language other than English or French.
Paid Holidays:	General Holidays, 9 per year or 12 substitute (unchanged).
Paid Vacation:	1 day for each 26 calendar days of continuous service, for employees with less than 1 year of service, 2 weeks after 1 year, 3 weeks after 3 years and 4 weeks after 10 years (unchanged).
Footwear Allowance:	\$80 per year (new).
Meetings, Training and Examination Allowances:	\$4 (\$2.90) per hour or federal minimum wage, whichever is greater.
Meal Allowance:	Effective November 1, 1981, in Europe - \$2.05 (\$1.15-\$1.30); U.S.A. - \$1.60 (\$1.15); other locations - \$1.35 (\$1.10). Effective November 1, 1982, in Europe - \$2.25; U.S.A. - \$1.75; other locations - \$1.50.
Uniform Cleaning Allowance:	Effective November 1, 1981, \$22 (\$17) per month. Effective November 1, 1982, \$24.

Upper Lakes Shipping Ltd., operating in the Great Lakes, St. Lawrence Seaway and coastal area - Local 401, Railway, Transport and General Workers (CLC) (600 unlicensed employees): A 36-month renewal agreement effective from April 1, 1981 to March 31, 1984, settled at the conciliation officer stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>April 1/81</u>	<u>April 1/82</u>	<u>April 1/83</u>
General Increases		12.8%	12%, minimum*	12%, minimum*
Deckhand		\$5.83 (\$5.17)	\$6.63	\$7.31
Oiler		\$6.81 (\$6.04)	\$7.63	\$7.31
Chief Cook		\$7.99 (\$7.08)	\$8.95	\$10.02

Previous rates include 2.2% COLA fold-in on April 1, 1980.

Cost of Living Allowance: *Rates will be adjusted upward if the increase in the Consumer Price Index - 1971=100 is higher than 12% (7%) for the previous 12 month period.

Hours of Work: 40 per week (unchanged).

Paid Holidays:	Effective in 1982, the first Monday in June is added for a total of 12 days. Effective in 1983, January 2nd is added for a total of 13 days.
Vacation Pay:	4% for time worked during the navigation season for employees with less than 2 years' service, 6% after 2 years and 8% after 8 years (unchanged).
Health and Welfare:	Life Insurance and A.D. & D. - \$20,000 (\$15,000) coverage. Effective in April 1982, \$25,000. Life insurance for spouse and child is \$6,000 (\$4,000) and \$4,000 (\$2,000) respectively. <u>Dental Plan</u> - Employer pays 100% (50%) of premium costs.
Long Service Bonus:	\$300 (\$250) for 3 or more full navigation seasons; \$500 for 8 or more.
Room and Meal Allowance:	\$7.50 (\$5) per meal and \$32 (\$22) per room.
Self-Unloader Allowance:	\$37 (\$33) per month maximum. Effective April 1, 1982, \$42. Effective April 1, 1983, \$47.
Mileage Allowance for Fit-Outs:	16¢ per land kilometer. Effective April 1, 1982, 17¢. Effective April 1, 1983, 18¢. (Previously 20¢ per land mile.) Minimum \$25 (\$15) to a maximum of \$250 (\$175).
Passenger Pay Allowance:	Employer pays \$4.90 (\$4.40) per day for each passenger, to be distributed among the members of the steward's department who participated in the extra work. Effective April 1, 1982, \$5.50. Effective April 1, 1983, \$6.50.
Subsistence Allowance:	\$7.50 (\$5) per meal when transferred by the company.

EDUCATION AND RELATED SERVICES

Halton Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 450 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/81
General Increase		13%*
Teacher - Level 1 0-5 years		\$12,868-\$17,793 (\$11,388-\$15,743)
Teacher - Level 4 0-10 years		\$17,965-\$28,155 (\$15,898-\$24,918)
Teacher - Level 7 0-12 years		\$21,117-\$36,189 (\$18,688-\$32,020)
Principal - Level 4 0-4 years		\$36,253-\$40,073 (\$32,005-\$35,493)

Sept. 1/81

Principal - Level 7 \$39,835-\$43,655
0-4 years (\$35,276-\$38,764)

Lump Sum* Effective November 10, 1981, \$225 per teacher is paid as a
Payment: separate bonus.

Lanark County Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 205 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>
Increases		approx. 13% on teachers grid	approx. 1.8% on teachers grid
Teacher - Category A1 0-11 years		\$16,930-\$28,720 (\$14,870-\$25,390)	\$17,230-\$29,220
Teacher - Category A4 0-12 years		\$20,130-\$36,060 (\$17,720-\$31,950)	\$20,480-\$36,700
Vice-Principal 0-3 years		\$40,230-\$43,420 (\$35,670-\$38,520)	\$40,930-\$44,180
Principal 0-3 years		\$45,680-\$48,880 (\$40,540-\$43,390)	\$46,480-\$49,730

Cost of Living Deleted.
Provision:

Responsibility Allowances:	<u>Department Head</u>	A	\$3,360
		B	\$3,190 (\$2,850)
		C	\$2,750
		D	\$2,310 (\$2,060)
		E	\$1,860
	<u>Subject Head</u>		\$1,360 (\$1,000)
	<u>Assistant Head</u>		\$1,360 (\$1,210)
	<u>Co-ordinator</u>		\$4,010
	<u>Guidance</u>	A*	\$3,190
		B**	\$2,310
	<u>Librarian</u>	A*	\$1,860 (\$1,070 based on 1,000+ enrolment)
		B**	\$1,360 (\$540, based on 1,000 or less enrolment)
	<u>Special Education</u>	A*	\$2,750
		B**	\$1,860

*Based on enrolment of 850+

**Based on enrolment of -850

Related Experi- \$400 (\$300) per year to a maximum of \$4,000 (\$3,000).
ence Allowance:

Bereavement 5 (3) days' paid leave in the event of the death of a parent,
Leave: step-parent, ward (legal guardianship) or total dependent.

Paid Federation Leave (new): Maximum 100 schooldays leave for the District President, District Chief Negotiator and members of the negotiating team, with a maximum of 40 days per individual member.

Health and Welfare: Dental Plan - Effective January 1, 1982, employer pays 90% (75%) of premium costs.

Pupil/Teacher Ratio: 16.9:1 (17.0:1)

Peel Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (2,000 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
	Increases	12%	12% for teachers; 10% for Principal, Vice Principal and Co-ordinator
	Teacher-Category 1 0-9 years	\$17,350-\$30,028 (\$15,491-\$26,811)	\$19,432-\$33,631
	Teacher-Category 4 0-11 years	\$21,576-\$37,072 (\$19,264-\$33,100)	\$24,165-\$41,521
	Vice Principal or Co-ordinator 0-3 years	\$41,780-\$45,228 (\$37,304-\$40,382)	\$45,958-\$49,751
	Principal	\$47,378-\$50,641 (\$42,302-\$45,215)	\$52,116-\$55,705

Responsibility Allowances: Director - \$3,000 (\$2,750)
Major Department Head - \$3,000 (\$2,750)
Chairman - \$3,000 (\$2,750)
Consultant - \$3,000 (\$2,860)
Resource Teacher - \$3,000 (\$2,860)
Career Orientation Officer - \$3,000 (\$2,860)
Continuing Education Assistant - \$3,000 (\$2,860)
Minor Department Head - \$2,200 (\$1,980)
Assistant Department Head - \$1,500 (\$1,320)

Negotiation Leave (new): Maximum of 7 teachers to attend negotiations through the mediation stage. The Federation is to compensate the Board for all such salaries paid.

Accumulated Sick Leave Credit: Reinstated for those recalled to employment from the Recall List.

Professional Development Leave Fund: \$100 (\$87) per teacher for the 1982-1983 school year; \$100 for the 1983-1984 school year.

Waterloo County Board of Education - Custodial and Maintenance Association (Ind.):

A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	Increases	11% approx. except up to 11.56% increase on maximum rates for Elementary and Secondary Head Custodians and Assistant Head Custodian; 9.69% on Certified Tradesman base rate	11% approx. except \$1,933 increase on maximum rates for Elementary and Secondary Head Custodians and Assistant Head Custodian; 9.80% on Certified Tradesman base rate
	Custodian II	\$11,164-\$13,188 (\$10,057-\$11,881)	\$12,392-\$14,639
	Certified Tradesman	\$17,459-\$20,564 (\$15,917-\$18,526)	\$19,170-\$22,826

Probationary period is 6 months. Maximum rates are reached on merit.

Lump Sum Settlement Pay: Two one-time payments of \$275 on or before the end of December, 1981, and \$275 on or before the end of December, 1982, for each eligible employee. Each payment pro-rated on calendar-year basis for employees employed after September 1, 1981 or 1982, and who are in the Board's employ on December 1, 1981 or 1982, or who terminated employment after date of ratification by the Board and before December 1, 1981, or 1982.

Responsibility Allowances: Elementary Head Custodians - A - \$925 (\$750); B - \$760 (\$615); C - \$585 (\$475); D - \$420 (\$340); E - \$340 (\$275).
Secondary Head Custodian - \$1,140 (\$925).
Secondary Assistant Head Custodian - \$680 (\$550).

Shift Premium: 0-28¢-31¢ (0-25¢-28¢). Effective September 1, 1982, 0-31¢-34¢.

Weekend Premium: 28¢ (25¢) per hour. Effective September 1, 1982, 31¢.

Lead Hand Premium (new): \$615 per year.

Chief Operating Engineer Premium: \$200 (\$100) per year.

On Call Pay: Paid on the basis of 2 (1) hours per day Monday through Friday and 3 (4) hours per day on Saturday, Sunday and holidays.

Paid Vacation: 5 weeks after 18 (19) years' service, and 6 weeks after 25 years. (Previously, 6 weeks after 25 years in that year only, otherwise 6 weeks after 28 years.)

Paternity and Adoption Leave (new): 1 day's paid leave in order to be with spouse at the birth or arrival of a newborn or adopted child.

Health and
Welfare:

Life Insurance - Coverage increases to \$25,000 (\$15,000).

Dental Plan - Effective September 1, 1982, employer pays 75% (66 2/3%) of premium costs.

University of Toronto - Local 2, Canadian Educational Workers (Ind.)* (1,800 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled with mediation assistance. Duration of negotiations - 7 months.

*Previously, the Graduate Assistants' Association.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
	General Increases	\$1.73 or 11.98%	\$1.70 or 11.13%
	Undergraduate	\$12.27 (\$10.54)	\$13.97
	Graduate Student (with less than 2 years of full-time graduate study and without a Master's degree or its equivalent)	\$14.29 (\$12.56)	\$15.99
	Graduate Student (with 2 years or more of full- time graduate study or with Master's degree or its equivalent, and all Post Doctoral Fellows)	\$16.17 (\$14.44)	\$17.87
	Regular assignments are for 28 weeks at an average of 10 hours per week (unchanged).		

Maternity Leave: 17 weeks without pay. Upon return to work, employee receives a lump sum payment of 1/14 the salary for the full period of her appointment.

Supplies (new): Books and materials provided for employees requiring their use for their jobs.

Transportation (new): Bus tickets provided for off-campus work.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (part-time faculty, Unit 1 Graduate Students and Unit 2 Non-Graduate Students): Two 12-month renewal agreements effective from September 1, 1981 to August 31, 1982, covering 760 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Effective

Sept. 1/81

Increases	14% or 14.17%; 20.48% for Tutor 5 College Tutorial Leader)
Additional Adjustments	Reclassifications and addition of new positions
Course Director	\$5,064 (\$4,440) per assignment
Tutor 1 (Tutorial Leader)	\$1,688 (\$1,480) per assignment
Tutor 2 (Demonstrator: 3 lab hrs./wk.)	\$1,812 (*) per assignment
Tutor 3 (Marker/ Grader)	\$11.40 (\$10.00) per hour
Tutor 4 (Individual Tutor)	\$11.40 (\$10.00) per hour
Tutor 5 (College Tutorial Leader)	\$2,000 (\$1,660) per assignment
Tutor 6 (Studio Instructor) (new)	\$1,688 per assignment
Coach (Fine Arts)	\$13.70 (\$12.00) per hour
Instructor (Faculty of Education) (Unit 2 only) (new)	\$1,688 per assignment
Writing Workshop Assistant (Unit 1 only) (new)	\$11.40 per hour
Writing Workshop Instructor (Unit 2) (Previously, Units 1 and 2)	\$5,064 (\$4,440) per assignment
Computer Centre Adviser (new)	\$6.50 per hour
Teaching Assistantship (10 hours per week)	\$4,420 (\$3,875) per academic year

*Previous rate is not shown due to reclassification.

Authorized Replacement: Tutor 1 and Lecturer Replacement - \$45.60 (\$40.00) per hour.
Tutor 2 - \$17.10 (\$15.00) per hour.

Leave of Absence (Unit 2): Experience continues to accumulate at the rate equivalent to the average rate of experience accrual during the two 12-month periods immediately preceding the period of leave to a maximum of 3 Course Directorships or their equivalent for eligible employees

with at least 1 Course Directorship or equivalent experience in each 12-month period for each 48 month period commencing September 1, 1977 (new).

Mileage Allowance (new): 15¢ per kilometre or whatever mileage policy is in effect, whichever is greater, when assigned more than 20 miles from the main campus.

Research and Travel Fund (Unit 2) (new): \$8,000.

Thesis Allowance (Unit 1) (new): \$50 towards the cost of production of the final form of Master's Thesis or \$100 towards cost of Doctoral dissertation.

Class Size: Employee receives additional assistance or additional compensation in some cases, upon request, according to a specified formula, where class/teaching group sizes exceed specified numbers (new).

Classification Review: A joint committee was created to examine the Tutor 1 job category and recommend appropriate definitions/sub-categories.

Severance Pay: 1/3 (new) of salary when a position which has been offered in writing is cancelled for any reason other than insufficient enrolment in the course, in which case the employee receives 1/8 (unchanged) of salary, providing an equivalent position is not found for the employee in both cases.

If the employee was hired under the priority pool provisions, an assistantship of equivalent monetary value must be found (new, Unit 1 only).

The employer shall not cancel an appointment in order to have the duties performed by another employee (new, Unit 2 only).

HEALTH AND WELFARE SERVICES

Montfort Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC): An 18-month renewal agreement effective from April 1, 1981 to September 29, 1982, covering 216 employees, settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	April 1/81	June 1/81
Increases		82¢-87¢ approx. for CSR General Aid III; 47¢ approx. for all others	15¢
Additional Adjustments		3 (2) increment steps for CSR General Aid I and II; addition of an Operating Room Technician classification	

	<u>April 1/81</u>	<u>June 1/81</u>
Kitchen Helper	\$6.134-\$6.643 (\$5.66436-\$6.17318)	\$6.284-\$6.793
R.N.A. (Senior Orderly)	\$7.139-\$7.679 (\$6.66973-\$7.20919)	\$7.289-\$7.829
Electrician	\$9.910-\$10.725 (\$9.44061-\$10.25593)	\$10.060-\$10.875
Effective	<u>Oct. 1/81</u>	<u>June 1/82</u>
Increases	50¢	35¢
Kitchen Helper	\$6.784-\$7.293	\$7.134-\$7.643
R.N.A. (Senior Orderly)	\$7.789-\$8.329	\$8.139-\$8.679
Electrician	\$10.560-\$11.375	\$10.910-\$11.725

Probationary period is 90 days for full-time employees. Maximum rates for Kitchen Helper, RNA (Senior Orderly) and Electrician are reached after 3 years' service. Employer recognizes related experience of a newly hired or prospective employee for full-time service at the rate of 1 increment for each 2 years of service (unchanged) to a maximum of 3 (2) increments in the salary scale.

Night Shift Premium:	28¢ (24¢) per hour between the period of 2:00 P.M. and 8:00 A.M.
Paid Vacation (Full-time):	5 weeks after 20 (25) years' service
Bereavement Leave (Full-time):	1 additional day is granted if the funeral takes place beyond 300 miles (new).
Regular Part-time Employees:	<u>Pay in Lieu of Fringe Benefits</u> - 12% of regular rate of pay (new).

University Hospital at London - Local 220, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1981 to March 31, 1983, covering 310 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

	<u>Apr. 1/81</u>	<u>Jan. 4/82</u>
Effective		
Increases	80¢	20¢

	<u>Apr. 1/81</u>	<u>Jan. 4/82</u>
Additional Adjustments		12¢-66¢
Housekeeping Aide	\$7.12-\$7.22 (\$6.32-\$6.42)	\$7.32-\$7.42
R.N.A.	\$7.91-\$8.02 (\$7.11-\$7.22)	\$8.23-\$8.34
Electrician	\$9.97-\$10.39 (\$9.17-\$9.59)	\$10.35-\$10.77
Electrician - Communications/Computer (new)	\$10.47-\$10.89	\$10.85-\$11.27

	<u>July 5/82</u>	<u>Dec. 6/82</u>
Effective Increases	55¢ for R.N.A. and O.R. Technician; 50¢ for all others	40¢
Housekeeping Aide	\$7.82-\$7.92	\$8.22-\$8.32
R.N.A.	\$8.78-\$8.89	\$9.18-\$9.29
Electrician	\$10.85-\$11.27	\$11.25-\$11.67
Electrician - Communications/Computer (new)	\$11.35-\$11.77	\$11.75-\$12.17

Probationary period is 45 days worked. Maximum rates are reached after 2 annual increases.

Shift Premium: Effective October 5, 1981, 0-28¢-28¢ (0-24.7¢-24.7¢). Effective October 4, 1982, 0-35¢-35¢.

Chargehand Premium: Effective October 5, 1981, 35¢ (20¢) per hour above the highest job classification rate they lead. Effective October 4, 1982, 40¢.

Paid Vacation: 3 weeks after 3 (4) years' service and 4 weeks after 11 (12) years. Effective in the 1981/82 vacation year, 4 weeks after 10 years.

Crown Witness Pay: Employer pays difference between regular salary and fees received.

Health and Welfare: Semi-Private Hospitalization - Effective with the December, 1981 billing, employer pays 75% (66 2/3%) of premium costs.

Extended Health Care - Effective with the December, 1981 billing, employer pays 80% (75%) of premium costs.

Safety Shoe Allowance (new): Employer pays up to a maximum of \$50 towards the cost of 1 pair, plus up to \$50 per replacement pair when necessary through normal wear and tear.

Casual Employee: Casual employee falls within the scope of the definition of a regular part-time employee when relieving in a position within the bargaining unit for a minimum period of 1 month to a maximum of 6 months, continuous, provided an average of 24 hours in each calendar week over 6 continuous months is worked (new).

Central Park Lodges of Canada (Retirement Homes) at Hamilton, London, Ottawa, Toronto and Windsor - Various locals, Service Employees (AFL-CIO/CLC):
Five 16-month renewal agreements effective from February 1, 1981 to May 31, 1982, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Feb. 1/81</u>	<u>July 1/81</u>	<u>Jan. 1/82</u>
General Increases		40¢	50¢	60¢
Domestic		\$5.30-\$5.80 (\$4.90-\$5.40)	\$5.80-\$6.30	\$6.40-\$6.90
Assistant Cook		\$5.90-\$6.40 (\$5.50-\$6.00)	\$6.40-\$6.90	\$7.00-\$7.50

Probationary period is 50 days worked. Probation rate is 20¢ per hour less than the start rate for new hires. Maximum rates are reached after 2 annual increases.

Shift Premium: 21¢ (14¢) per hour for part-time employees.

Paid Vacation: 4 weeks after 8 (10) years' service and 5 weeks (new) after 18 years.

Bereavement Leave: Sons-in-law and daughters-in-law are added for 3 days' paid leave.

Sick Leave: (Full-time): 1 1/4 (1) days per month to a maximum accumulation of 90 (60) days.

Maternity Leave: Seniority accumulates during leave for competition purposes (new).

Paid Education Leave (new): Employer pays 50% of the cost of required courses.

Health and Welfare (Full-time): Life Insurance - \$6,000 (\$2,000) coverage.

Weekly Indemnity - Employer pays 90% (975%) of premium costs. Benefit includes Windsor location (new).

Major Medical - Employer pays 90% (75%) of premium costs.

Vision Care - Maximum claim for eyeglasses is \$60 (\$40) every two years.

Dental Plan (new) - Effective May 1, 1982 employer contributes 50% of premium costs for Blue Cross Dental Plan #7 or its equivalent. Payments are based on the current Ontario Dental Association fee schedule.

Part-Time Employees: Pay in Lieu of Fringe Benefits - 6% of earnings. (Previously, employer paid 15¢ per hour at Windsor and 30¢ at Hamilton, London, Ottawa and Toronto.)

Uniform Allowance: \$7.50 (\$5.50) per month.

Tri-Town Nursing Home Limited at Haileybury and Kapuskasing, Sudbury Nursing Homes Limited, Cochrane Nursing Home Limited at Hearst and Timmins Nursing Home Limited - Locals 904, 1771 and 1182, Canadian Union of Public Employees (CLC): Five 24-month renewal agreements effective from June 1, 1980 to May 31, 1982, covering a total of 338 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	June 1/80	June 1/81
General Increases		80¢	92¢, except \$1.11 on top rate for Main- tenance
General Aide		\$5.63-\$6.10 (\$4.83-\$5.30)	\$6.55-\$7.02
R.N.A.		\$6.60-\$7.14 (\$5.80-\$6.34)	\$7.52-\$8.06

Nurses Aides who have MCA certificates receive an additional 10¢ (5¢) per hour.

Probationary period is 60 days of work. Maximum rates are reached after 2 annual increases. (Previously, after 3 annual increases for R.N.A. and Nurses Aide).

Evening and Night Shift Premium (new): 20¢ per hour for employees who work a majority of their shift between the hours of 1500 and 0700.

Bargaining Committee: Representatives of the union engaged in committee work with representatives of the employer during regular working hours will suffer no loss of remuneration while so engaged (new).

Paid Vacation: 4 weeks after 10 (13) years' service.

Part-time employees receive vacations with pay on the same basis as full-time employees, based on length of service, with vacation pay calculated as a percentage of earnings. (Previously, 4% of total earnings after 12 months' continuous service).

Sick Leave:	3 3/4 days after 3 months' service (unchanged), plus 1 1/2 (1 1/4) days per month thereafter to a maximum accumulation of 115 days (unchanged).
Health and Welfare:	<u>Life Insurance and A.D.& D.</u> - Employer pays 100% (80%) of premium costs. Coverage increases to \$15,000 (\$10,000). <u>Dental Plan (new)</u> - Employer pays 50% of premium costs for Blue Cross Plan #7, or its equivalent.
Part-time Employees:	<u>Pay in Lieu of Fringe Benefits</u> - 10% (5¢) per hour.

AMUSEMENT AND RECREATION SERVICES

Ontario Jockey Club, Woodbine and Greenwood Race Tracks at Toronto, Mohawk Race Track at Campbellville and Fort Erie Race Track - Local 75, Hotel Employees (AFL-CIO/CLC) (kitchen, cafeteria, restaurant and food stand employees): A 24-month renewal agreement effective from June 24, 1981 to June 23, 1983, covering 224 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	June 24/81	June 24/82	Jan. 1/83
Increases		40¢-90¢	45¢-85¢	10¢ for Cooks I, II and III and Apprentice Cook - 3rd Year; 5¢ for all others
Waitress (Dining Room)		\$4.15 (\$3.75)	\$4.60	\$4.65
I Cook		\$8.60 (\$7.70)	\$9.45	\$9.55

Overtime Pay:	Time and one-half after 40 hours worked (new).
Reporting Pay:	Employee who is sent home by the employer prior to completion of his shift receives pay for the regular scheduled hours of work of the shift. (Previously, received pay for 4 hours or hours actually worked, whichever was greater.)
Vacation Pay:	Effective July 1, 1981, 6% after 5 (6) years' service. Effective July 1, 1982, 8% after 10 (11) years, and 10% (new) after 16 years.
Jury Duty Pay (new):	Employer pays the difference between regular salary and fees received.
Health and Welfare:	The following benefits apply to all employees except those regularly working less than 12 hours per week: <u>OHIP</u> - Effective date of ratification, employer pays 100% (unchanged) of premium costs at the rates in effect as at October 30, 1981 (March 2, 1979).

Life and Health Insurance Plan - Effective June 24, 1982, employer contributes 25¢ (15¢) per hour worked to a maximum of 40 hours per week.

Long Term Disability Plan (new) - Effective in January 1983, employer pays 100% of premium costs for a plan which provides a benefit of up to \$150 per week from the first day of the occupational accident until the earlier of recovery or age 65.

Dental Plan - Effective June 24, 1982, employer contributes 10¢ (7¢) per hour worked.

PERSONAL SERVICES

Trans Nation Incorporated (King Edward Hotel) at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 37-month first agreement effective from January 1, 1981 to January 31, 1984, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/81	Jan. 1/82	Jan. 1/83
Increases			25¢-93¢; 10.8%-13.7% for Skilled Trades and General Labourer	9.62%-9.79% for some empls.; 10.84% for Locksmith/ Utility; 25¢-50¢ for all others
Waiter/Waitress		\$3.70	\$3.95	\$4.20
Maid		\$4.50	\$5.00	\$5.50
Electrician		\$9.00	\$9.98	\$10.95

Rates are consistent with the Toronto Hotel Employers Association agreement.

Probationary Starting Rate - Applies for first 50 days worked. Up to \$1 below classification rates. No start rate is to be less than classification rates in effect December 31, 1980.

Provincial Minimum Wage - All rates to remain at least 15¢ in excess of legislated rates. (Previously only applied to nongratuity employees.)

Red Circle Rates - Any employee, in the food production or maintenance areas, currently receiving a rate in excess of the contract rate, shall receive an increase of 40¢ per hour per year. At no time will these employees receive less than the contract rates.

Hours of Work: 40 hours per week.

Hours of work and overtime for Waiter or Waitress shall be in conformity with the Employment Standards Act of the Province of Ontario.

Overtime Pay:	Time and one-half after 8 hours worked per day and for work on the sixth or subsequent consecutive day of employee's work. Waitress or Waiter shall complete service on a guest, and receive regular rate for first half hour and time and one-half after first half hour of overtime so worked.
Reporting Pay:	Full-time employee receives full scheduled day's work and pay regardless of number of hours worked less than 8. Part-time employees receive a minimum of 4 hours' pay. Service Bartender receives a minimum of 4 hours' pay on a scheduled work day.
Acting Pay:	Employee temporarily transferred to another job for a minimum of 1 hour receives the higher of his own job rate or the rate of the job to which he is assigned.
Corkage Fee:	Employer pays the servor a service charge of 15% of the corkage charge.
Set Up and Clean Up Pay:	Waiter or Waitress receive Banquet Houseman rate for hours so worked, when not scheduled to serve the function.
Banquet Beverage Service Charge:	Effective November 10, 1981, employee providing the service receives 65% of the service charge paid by the guest, excluding COD bars and the current method of wine sales.
Gold Plate Banquets Service Charge:	Effective November 10, 1981, employee receives \$40 minimum service charge payment.
Apprentice Cook Premium:	30¢ per hour per year.
Paid Holidays (Full-time):	New Year's Day, Good Friday, Victoria day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, Easter Monday and Anniversary date of employee are recognized for seniority employees, for a total of 11 days.
Paid Vacation (Full-time):	2 weeks at 4% after 1 year's service, 3 weeks at 6% after 5 years and 4 weeks at 8% after 14 years.
Sick Leave (Full-time):	Provides for 5 days' leave after 1 year's service and 8 days after 5 years, non-cumulative, with sick pay allowance payable after the third day of illness.
Bereavement Leave (Full-time):	3 days' paid leave, not to exceed 6 days per year, in the case of the death of a spouse, child, father, mother, sister, brother, mother-in-law, father-in-law, and grandchild for all employees with 1 year's service.
Jury Duty Pay:	Employer pays difference between regular pay and fees received.
Health and Welfare:	Effective October 1, 1981, employer contributes 23¢ per hour worked to the trust fund for each after probationary employee regularly employed for 20 or more hours per week. <u>OHIP</u> - Effective October 1, 1981, employer pays 50% of premium costs for after probationary regular full-time employees, and 100% for employees with one year's service or more.

Employer continues payment of OHIP premiums for up to 3 months for regular full-time employees who qualify in cases of illness or who are receiving benefits under the Workmen's Compensation Act.

Meal Allowance: 2 duty meals per 8 hour work day for all employees in the Food Production, Food Stewards, Bartenders, Beverage Porters and Food Service Departments. 1 meal per 4 hours worked for Steady Banquet Waiter or Waitress. Price of such meals to be added to wage rates for taxation purposes, when employee works and receives the meal.

Medical Examination: Employee receives straight time hourly rate when examination is requested by employer.

Tour Baggage Allowance: Effective November 10, 1981, Bellperson receives a minimum of 75¢ in and 75¢ out handling charge for each bag on a tour. Effective January 1, 1983, \$1 and \$1.

LOCAL ADMINISTRATION

Burlington City Corporation (Transit and Engineering Divisions and Works and Recreation Departments) - Various locals, Canadian Union of Public Employees (CLC): Three 24-month renewal agreements* effective from July 1, 1981 to June 30, 1983, covering 265 employees. Duration of negotiations - 8 months. Previous agreement for the Works and Recreation Departments was scheduled to expire February 28, 1981 but was extended by 4 months to expire June 30, 1981, the date the other two agreements expired.

*A master agreement covering benefits was established for all the CUPE locals. However, three separate agreements were negotiated on an individual basis. The Engineering Division and the Works and Recreation Departments settled at the bargaining stage and ratified September 14, 1981. The Transit Division settled with mediation assistance and ratified November 22, 1981.

Wages:	Effective	<u>July 1/81</u>	<u>July 1/82</u>
	General Increases	11%	12%
	<u>Engineering Division</u>		
	Annual Rates		
	Clerk Typist	\$10,945-\$13,375 (\$9,735-\$11,895)	\$12,260-\$14,980
	Surveyor III	\$19,490-\$23,820 (\$16,805-\$20,535)	\$21,830-\$26,680
	Engineering Assistant III (new)	\$21,440-\$26,200	\$24,010-\$29,350
	<u>Works and Recreation Division</u>		
	<u>Hourly Rates</u>		
	Labourer	\$8.29 (\$7.47)*	\$9.28

	<u>July 1/81</u>	<u>July 1/82</u>
Diesel Mechanic	\$10.84 (\$9.77)*	\$12.14
<u>Transit Division</u>		
Transit Operator	\$9.20 (\$8.20)	\$10.30

*Previous rates reflect a 4% wage increase effective March 1, 1981.

Probationary period is 6 calendar months. (Unchanged for the Engineering Division. Previously, 3 calendar months for the Transit Division and 45 working days for the Works and Recreation Departments.) Maximum rates for the Engineering Division are reached on merit.

Cost of Living
Provision (Engi-
neering Division):

Discontinued.

Shift Premium:

0-25¢-35¢ (0-20¢-30¢) for employees in the Works and Recreation Departments. \$75 per year to all seniority employees in the Transit Division in lieu of shift premiums other than split shifts (new).

Overtime Pay
(Transit
Division):

Double time (time and one-half) for work on Sunday.

Weekend Premium
(Works and Recre-
ation Departments)
(new):

20¢ per hour for shifts more than half of whose hours are between 8:00 a.m. to 4:00 p.m. on Saturdays and Sundays.

Premium Pay
(Works and Recre-
ation Depart-
ments):

20¢ (15¢) per hour for truck driver and equipment operators working as a snow plow operator or a snow blower operator. 6¢ per hour (new) for a seniority employee operating a tractor with a Ransom mower attachment.

Paid Vacation:

Effective in 1982, 4 weeks after 10 (11) years' service, 5 weeks after 16 (20) years and 6 weeks after 30 years. (Unchanged for the Engineering Division. New for the others.)

Bereavement
Leave:

5 (3) days' paid leave for spouse, children, parents and legal guardians. Up to 3 days' paid leave for grandchildren (new).

Subpoenaed
Witness Pay:

Employer pays the difference between fees received and regular salary for seniority employees. (Unchanged for the Transit Division. New for the others.)

Health and
Welfare:

Dental Plan - Payments are based on the 1981 (1979) Ontario Dental Association fee schedule. Effective in 1983, the 1982 ODA fee schedule. Effective in 1983, the 1982 ODA fee schedule.

Mileage Allowance
Engineering
Division):

19¢ (15¢) per kilometer or 30.5¢ (24¢) per mile.

Safety Footwear Allowance: Effective in January 1982, \$60 per year. Effective in January 1983, \$70 per year. (New for Hendi-Van Transit Operators in the Transit Division. Previously, \$50 for safety boots for designated employees in the Engineering Division and employer supplied 2 pairs of safety boots per year for employees in the Works and Recreation Departments.)

Durham Regional Municipality - Local 1764, Canadian Union of Public Employees (CLC):
A 24-month renewal agreement effective from July 1, 1981 to June 30, 1983, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/81</u>	<u>Jan. 1/82</u>	<u>July 1/82</u>
	General	10%	2%	10%
	Increases			
	Clerk 1	\$11,494-\$12,099 (\$10,449-\$10,999)	\$11,724-\$12,341	\$12,896-\$13,575
	Senior Planner 2	\$30,737-\$32,355 (\$27,943-\$29,414)	\$31,852-\$33,002	\$34,487-\$36,302

Maximum rates are reached upon completion of the 6 continuous calendar months probationary period.

Cost of Living Allowance (new): Effective June 19, 1983, 1% per 1% rise in the Consumer Price Index - 1971=100, for the period April 1983 over April 1982. Triggers at 10%.

Shift Premium: 0-43¢-43¢ (0-40¢-40¢). Effective July 1, 1982, 0-48¢-48¢.

Paid Vacation: Effective in 1982, 6 weeks after 28 (30) years' service.

Health and Welfare: Dental Plan - Effective November 1, 1981, employer pays 85% (75%) of premium costs. Effective July 1, 1982, employer pays 90%.

Vehicle Allowance:	<u>Monthly Flat Rate</u>	<u>July 1/81</u>	<u>July 1/82</u>
	\$82 (\$73) for up to approximately 5,000 km. annually.		\$92
	\$119 (\$106) for up to approximately 8,000 km. annually.		\$133
	\$181 (\$162) for up to approximately 12,000 km. annually.		\$203
	\$228 (\$204) for up to approximately 16,000 km. annually.		\$256
	\$292 (\$261) for up to approximately 20,000 km. annually, plus 10.08¢ (9¢) per km. for travel over 20,000 km.		\$327 and 11.29¢ respectively

London City Corporation - Local 142, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1981 to January 1, 1982, covering 319 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	Jan. 1/81	July 1/81
	General Increases	9.8% approx.	6.8% approx.
	Fire Fighter 5th Class - 2nd 6 months	\$17,604 (\$16,030)	\$18,796
	Fire Fighter 1st Class	\$25,148 (\$22,900)	\$26,852
	Division Chief/ Master Mechanic	\$31,435 (\$28,625)	\$33,565
Overtime Pay:	Time and one-half or time off in lieu of, for non-firefighting personnel after 8 hours worked per day (new).		
Court Time:	Overtime for a minimum of 3 hours paid to employees who are required to attend any competent jurisdiction, inquest, tribunal or inquiry conducted by the Fire Marshall, providing fees received are turned over to the employer, except when employee appears as a witness while on vacation time (new).		
Health and Welfare:	Blue Cross Eye Vision Care Plan (new) - Employer pays 100% of premium costs for each employee, spouse and dependent child. Plan includes coverage for hearing aids with a lifetime maximum of \$300. Maximum claim for eyeglasses is \$100 every 24-month period.		

York Borough Corporation, Works Department and Parks and Recreation Department -
Local 10, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 248 employees, settled during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/81
	General Increase	12.5%
	Additional Adjustment	8¢ for Cement Finisher
	Labourer (Ordinary)	\$8.40-\$8.71 (\$7.47-\$7.74)
	Machinist	\$10.97 (\$9.75)
	Maximum rate for Labourer is reached upon completion of the 3-month probationary period.	
Lump Sum Settlement Pay:	\$50 per employee in lieu of fringe benefit improvements.	
Night Shift Premium:	33¢ (30¢) per hour.	
Saturday and Sunday Premium:	50¢ (30¢) per hour for all hours worked.	

Bereavement Leave: 1 (1/2) day's paid leave to attend the memorial service in lieu of the funeral of an aunt, uncle, brother-in-law, sister-in-law, niece and nephew.

Jury Duty or Subpoenaed Witness Leave: No deductions from regular salary for fees received will be made for first 2 weeks on leave (new). Thereafter, employer pays the difference between regular salary and fees received.

Car Allowance: \$5 (\$4.50) per day for employee required to use his car on an occasional basis.

Overtime Meal Allowance: \$3.75 (\$3.50).

Tool Allowance: \$112.50 (\$100) per year for licensed motor mechanic, lead hand mechanic and machinist with 1 year's service.

ADDENDUM

June 1981 Settlement

EDUCATION AND RELATED SERVICES

Laurentian University Board of Governors - Faculty Association (Ind.): A 12-month wage re-opening agreement effective from July 1, 1981 to June 30, 1982, covering 274 employees, settled by arbitration in June, 1981. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/81</u>
	General Increase	9.3%
	Instructor 0-10 years	\$14,951-\$21,191 (\$13,679-\$19,389)
	Lecturer 0-10 years	\$18,736-\$26,366 (\$17,142-\$24,122)
	Assistant Professor 0-12 years	\$23,395-\$34,243 (\$21,404-\$31,328)
	Associate Professor 0-15 (12) years	\$29,209-\$45,844 (\$26,724-\$38,904)
	Full Professor/ Librarian 0-15 (10) years	\$36,919-\$56,179 (\$33,778-\$45,528)

October 1981 Settlement

LOCAL ADMINISTRATION

Windsor City Corporation - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1981 to December 31, 1981, covering 278 employees, settled by arbitration in October, 1981. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/81</u>	<u>July 1/81</u>
	General Increases	9.50% approx.	4.68% approx.
	3rd Class	\$20,634	\$21,600
	Firefighter	(\$18,843)	
	1st Class	\$25,792	\$27,000
	Firefighter	(\$23,554)	
	Assistant Chief- Training Officer	\$35,026-\$36,109 (\$31,986-\$32,976)	\$36,666-\$37,800

Maximum rate for Assistant Chief-Training Officer is reached on completion of the 1-year probationary period.

Paid Vacation: Effective December 31, 1981, 3 weeks after 4 (5) years' service, 4 weeks after 11 (13) years, 5 weeks after 20 (22) years, and 6 weeks (new) after 30 years.

Health and Life Insurance and A.D. & D. - \$30,000 (\$20,000) coverage.

Welfare: Life Insurance for Retirees - \$4,000 (\$1,000) coverage.

Negotiations in Progress during November 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Ne St
Artex Woollens Ltd., Cambridge (Hespeler)	Clothing and Textile Workers (AFL-CIO/CLC)	230	B
Atlas Steels Div. of Rio Algom Ltd., Welland	Cdn. Steelworkers (Ind.) (hourly rated empls.)	1,840	B
Automotive Hardware Ltd., Automatic Screw Machine Products Ltd. and Federal Bolt and Nut Corp. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	335	MED/
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CLC)	270	CO
Burlington Steel Co., Div. of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	720	B
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED/
Canteen of Canada Ltd., Intercity	Retail Wholesale Employees (AFL-CIO/CLC)	270	B
Cara Operations Ltd. (Airline Services Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	380	CO
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	550	B
Carleton University, Ottawa	CUPE (CLC) (part-time, non-graduate teachers)	600	B
Connaught Laboratories Ltd., Toronto	Energy and Chemical Workers (CLC)	525	CO
Corah Ltd., Barrie	Clothing and Textile Workers (AFL-CIO/CLC)	200	B
Council of Printing Industries of Canada, Toronto	Graphic Arts (AFL-CIO/CLC) (open shop)	630	B
Cyanamid Canada Ltd., Welland	Energy and Chemical Workers (CLC)	420	PC
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	215	B
Domglas Inc., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	750	B
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	300	B
DuPont of Canada Ltd. (Kingston Works)	Kingston Independent Nylon Workers (Ind.)	1,460	B

*See page 729 for definition of codes

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Durham Board of Education	CUPE (CLC) (office and clerical empls.)	250	MED
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	454	F
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	B
Etobicoke Borough Corp.	CUPE (CLC) (outside empls.)	660	B
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	ARB
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical, full-time empls.)	1,740	PCB
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/CLC)	435	B
Firestone Steel Products of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	430	B
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	WS
Grey County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	303	F
Halton Regional Municipality	Cdn. Operating Engineers (CCU)	250	MED
Hamilton City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	240	MED/WS
Hamilton City Board of Education	CUPE (CLC) (cleaning and cooking staff)	290	MED/WS
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	MED
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC) (office, clerical, service and maintenance empls.)	202	PCB
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,100	B
Thorn County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	MED

**Federal jurisdiction

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
I.B.L. Industries Ltd., Burlington	Employees Assn. (Ind.)	350	B
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	350	F
Leigh Instruments Ltd., Waterloo	Auto Workers (CLC) (production empls.)	680	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	240	F
Levi Strauss Canada, Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	200	B
Levi Strauss Canada, Inc., Hamilton	Clothing and Textile Workers (AFL-CIO/CLC)	200	MED/WS
Lincoln County Board of Education	CUPE (CLC)	203	B
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	390	MED
MTD Products Ltd., Kitchener	Auto Workers (AFL-CIO/CLC)	200	MED/WS
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons)	1,120	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	B
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	B
National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	280	B
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL-CIO/CLC)	675	B
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
North Bay City Corp.	CUPE (CLC)	241	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	B
North York City Corp.	CUPE (CLC) (outside, inside and dental hygienists)	1,230	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Northern Telecom Canada Ltd. (Telephone Distributing House-Shop and Warehouse and Western Region Installation Dept.), Toronto	Communications Workers (CLC)	850	B
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	605	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	PAIRO (Ind.) (residents and internes)	2,500	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	10,100	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	B

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stag
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	B
Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	680	B
Ontario Housing Corp. and Other Housing Authorities, province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.) (Graduate Assistants, part-time)	325	B
Otaco Div. of Bartaco Industries Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	270	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	PCB
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	ARB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	B
Pamour Porcupine Mines Ltd. (Pamour, Ross and Schumacher Div.), Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	880	B
Paramount Industries Div. of Donlee Manufacturing Industries, Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	200	CO
Peel Board of Education	CUPE (CLC) (caretakers)	444	CO
Peel Board of Education	CUPE (CLC) (office and clerical empls.)	500	CO
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	550	B
Peterborough, Victoria, Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	380	F

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Provincial Crane (Div. of Amca Heavy Equipment Ltd.), Niagara Falls	Machinists (AFL-CIO/CLC)	210	B
Queensway General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full and part-time nurses)	301	PCB
Renfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	257	F
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	250	B
Rheem Canada Inc., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	220	B
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	266	B
St. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	CO
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	725	B
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	387	B
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	580	B
Silknet Ltd., Cambridge	United Textile Workers (AFL-CIO/CLC)	200	B
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Smith and Stone Ltd., Georgetown	Auto Workers (AFL-CIO/CLC)	305	B
Sparton of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	240	MED/WS
Steel Co. of Canada Ltd. (Hilton Works), Hamilton	Steelworkers (AFL-CIO/CLC)	12,000	WS
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	500	B
Sudbury City Corp.	CUPE (CLC)	365	B

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stag
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,050	B
Sudbury Regional Municipality	CUPE (CLC)	282	B
Sudbury Regional Police Dept.	Police Assn. (Ind.)	213	B
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
Sunnybrook, Wellesley, Mount Sinai, Baycrest and Toronto East General and Orthopaedic Hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	943	B
Thirty Ontario Hospitals	Cdn. Operating Engineers (CCU)	250	CO
J.E. Thomas Specialities Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	200	MED/WS
Thunder Bay City Corp.	CUPE (CLC)	305	B
Toronto City Board of Education	CUPE (CLC) (caretakers and maintenance empls.)	700	B
Toronto City Board of Education	CUPE (CLC)	401	B
Toronto City Board of Education (Public School Sector)	CUPE (CLC)	212	B
Toronto City Board of Education	Council of Trade Unions	380	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Travelways School Transit Ltd. (Markham Div.)	Railway, Transport and General Workers (CLC)	200	CO
University Hospital, London	Service Employees (AFL-CIO/CLC)	310	ARB
Victoria Hospital and others, southwestern Ontario	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,000	ARB
Vulcan Industrial Packaging Ltd.,	Steelworkers (AFL-CIO/CLC)	300	B
Wabco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED/WS
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	300	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	880	PMB

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neq'n Stage
eyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	330	B
indsor City Board of Education	CUPE (CLC)	235	B
orkmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	MED
ork County Board of Education	CUPE (CLC)	300	B
<u>More Than One Province</u>			
ell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (clerical and associated empls.)	17,000	B
ell Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	600	B
ell Canada, Que. and Ont.**	Communications Workers (CLC) (craft and service empls.)	23,205	B
N/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.) and Railway Clerks (AFL-CIO/CLC)	2,820	B
V Rail, system-wide**	Locomotive Engineers (Ind.)	3,005	B
V Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
V Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, flagmen, yard-masters, etc.)	7,610	B
P Rail, system-wide**	Locomotive Engineers (Ind.)	2,910	B
P Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
P Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, etc.)	5,435	B
Canada Post, Canada-wide**	Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	8,200	B
Canada Post, Canada-wide**	Letter Carriers Union of Canada (CLC) (unit 2, letter carriers and mail service couriers)	21,000	B

*Federal jurisdiction

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg. Stage
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo-gravers)	2,200	B
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075	B
Government of Canada (Treasury Board)**	Economists' Sociologists' and Statisticians Assn. (Ind.)	2,275	Arb
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,450	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	47,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	1,800	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	2,900	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, supervisory and non-supervisory)	1,400	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	12,680	PCB
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	660	B
Maple Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont.**	Food and Commercial Workers (AFL-CIO/CLC) (production and office empls.)	500	B
Railway Assn. of Canada (CN, CP Rail, CN & CP jointly owned cos. and other cos.), system-wide**	Asstd. Railway Unions (CLC) (AFL-CIO/CLC) (non-operating empls., clerical, office, road service and residual empls.)	35,890	B

**Federal jurisdiction

Negotiations in Progress during November 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	B
Saskatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (country elevator, office, farm service, printing and publishing, live-stock, terminal elevator divs. and construction repair dept. empls.)	2,500	B
Joseph E. Seagram & Sons Ltd. and subsidiaries, Ont., Que., N.B., and Man.	Distillery Workers (AFL-CIO/CLC) (production empls.)	700	B
Sidbec-Dosco Ltd., Contrecoeur, Montreal, La Salle, Que. and Rexdale, Ont.	Steelworkers (AFL-CIO/CLC) (production and office empls.)	2,960	B

Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

*Federal jurisdiction

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in December 1981

Employer and Location	Union	No. Empls.
Amoco Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	260
Artex Woollens Ltd., Cambridge (Hespeler)	Clothing and Textile Workers (AFL-CIO/CLC)	230
Burlington Steel Co., Div. of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	720
CFTO TV Ltd., Toronto	Broadcast Employees (NABET) (CLC)	400
CN Rail, province-wide	Railroad Signalmen (AFL-CIO/CLC) (signal dept.)	253
CN Rail, province-wide	Railway, Transport and General Workers (CLC) (clerks and other classes)	4,395
CN Rail, St. Lawrence and Great Lakes	Locomotive Engineers (Ind.)	959
CN Rail, St. Lawrence and Great Lakes	Railway Clerks (AFL-CIO/CLC) (station agents)	493
CN Rail, St. Lawrence and Great Lakes	United Transportation Union (AFL-CIO/CLC) (conductors)	4,232
CN Rail, St. Lawrence and Great Lakes	United Transportation Union (AFL-CIO/CLC) (firemen and hostlers)	579
CN Rail, Telecommunications Dept., province-wide	Railway, Transport and General Workers (CLC) (clerical and technical empls.)	600
CP Rail, province-wide	Locomotive Engineers (Ind.)	530
CP Rail, province-wide	Railway Clerks (AFL-CIO/CLC) (security guards)	350
CP Rail, province-wide	Railway Clerks (AFL-CIO/CLC) (warehousemen, drivers, clerks, etc.)	9,500
CP Rail, province-wide	United Transportation Union (AFL-CIO/CLC) (conductors, Eastern Region)	1,505
CP Rail Telecommunications Dept., province-wide	Telegraph Workers (AFL-CIO/CLC)	500
Canada Post, province-wide	Assn. of Postal Officials of Canada (Ind.) (postal operations, supervisory)	777

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in December 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Canada Post, province-wide	Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations)	3,275
Canada Post, province-wide	Letter Carriers (CLC) (unit 2, letter carriers and mail service couriers)	8,520
Council of Printing Industries of Canada, Toronto	Graphic Arts (AFL-CIO/CLC) (open shop)	630
Council of Printing Industries of Canada, Intercity	Graphic Arts (AFL-CIO/CLC)	1,280
Davidson Rubber Co. Ltd., Port Hope	Rubber Workers (AFL-CIO/CLC)	215
Dempster's Bread-Div. of Corporate Foods Ltd., Toronto	Teamsters (Ind.)	275
Douglas Inc., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	750
Dunlop Canada Inc., Nipissing Works, North Bay	Nipissing Independent Union (hourly-rated empls.)	280
Durham Region Board of Education	CUPE (CLC) (caretakers, matrons, maintenance, etc. empls.)	500
Durham Region Corp.	CUPE (CLC) (outside empls.)	660
Elmhurst City Corp.	Fire Fighters (AFL-CIO/CLC)	214
Levi Strauss Canada, Brantford	Clothing and Textile Workers (AFL-CIO/CLC)	200
Lincoln County Board of Education	CUPE (CLC) (full-time caretaking and maintenance empls.)	208
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	203
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	300
London City Corp.	Fire Fighters (AFL-CIO/CLC)	300
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	250
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316
National Research Council of Canada, Ottawa	Research Council Employees (Ind.) (clerical and regulatory group)	320

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in December 1981 (Cont'd)

Employer and Location	Union	No. of Empls
William Neilson Ltd., Georgetown and Toronto	Food and Commercial Workers (AFL- CIO/CLC)	675
Niagara South Board of Education	CUPE (CLC)	450
Niagara South Board of Education	Employees' Assn. (Ind.)	200
North Bay City Corp.	CUPE (CLC)	241
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675
North York City Corp.	CUPE (CLC) (inside empl.)	459
North York City Corp.	CUPE (CLC) (outside empl.)	722
North York City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	615
North York Public Library Board	CUPE (CLC)	29
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	PAIRO (Ind.) (residents and internes)	2,500
Ontario Government, province-wide	Ontario Public Service Employees (OPSEU) (NUPGE) (CLC) (adminis- trative services category)	4,895
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	10,100
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional (care category)	6,155
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in December 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Ontario Housing Corp. and other Housing Authorities, province-wide	CUPE (CLC) (office and maintenance empls.)	1,035
Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	680
Ontario Hydro, province-wide	Engineers Association (Ind.)	5,146
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.) (part-time graduate assistants)	325
Ontario Jockey Club (Standardbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	285
Ontario Jockey Club (Thoroughbred Div.), province-wide	Service Employees (AFL-CIO/CLC)	350
Otaco Div. of Bartaco Industries Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	270
Ottawa City Board of Commissioners of Police	Police Assn. (Ind.)	675
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515
Pamour Porcupine Mines Ltd. (Pamour, Ross and Schumacher Div.), Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	880
Provincial Crane (Div. of Amca Heavy Equipment Ltd.), Niagara Falls	Machinists (AFL-CIO/CLC)	210
Railway Assn. of Canada, system-wide	Maintenance of Way (AFL-CIO/CLC) (extra gang labourers)	325
Railway Assn. of Canada, system-wide	Maintenance of Way (AFL-CIO/CLC) (track, bridge and building depts.)	3,203
Railway Assn. of Canada, system-wide	Multi-Union (shop crafts empls.)	3,580
John Rennie Ltd., Guelph	Clothing and Textile Workers (AFL-CIO/CLC)	250
Richards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	266
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	725
Scarborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	387
Scarborough Borough Corp.	CUPE (CLC)	450
Scarborough Borough Corp.	CUPE (CLC) (outside empls.)	580

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in December 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Scarborough Borough Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	420
Simcoe County Board of Education	CUPE (CLC)	366
Sudbury Regional Police Dept.	Police Assn. (Ind.)	213
Thunder Bay City Corp.	CUPE (CLC)	305
Thunder Bay City Police	Police Assn. (Ind.)	215
Toronto and District Lithography Cos., Mississauga and Toronto	Graphic Arts (AFL-CIO/CLC)	2,160
Toronto City Board of Education	Council of Trade Unions	380
Toronto City Board of Education	CUPE (CLC)	401
Toronto City Board of Education	CUPE (CLC) (plant operations, maintenance and construction depts.)	700
Toronto City Board of Education	Toronto Educational Assistants Assn. (Ind.)	430
Toronto City Board of Education (Public School Sector)	CUPE (CLC) office and clerical empls.)	212
Toronto City Corp.	CUPE (CLC) (inside empls.)	2,166
Toronto City Corp.	CUPE (CLC) (outside empls.)	1,600
Toronto City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	1,260
Toronto Hotels Extra Waiters	Hotel Employees (AFL-CIO/CLC)	400
Toronto Metropolitan Municipality	CUPE (CLC) (inside empls.)	3,881
Toronto Metropolitan Municipality	CUPE (CLC) (outside empls.)	2,150
Toronto Metropolitan Police	Police Assn. (Ind.)	5,300
Toronto Public Library Board	CUPE (CLC)	350
Toronto Public Library Board	CUPE (CLC)	370
Treasury Board of Canada, province-wide	Professional Institute (PIPS) (Ind.) (commerce group)	1,014
Treasury Board of Canada, province-wide	PIPS (Ind.) (nursing group)	311
Via Rail Canada Inc., province-wide	Railway, Transport and General Workers (CLC) (on-train empls.)	220

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in December 1981 (Cont'd)

Employer and Location	Union	No. of Empls.
Via Rail Canada Inc., province-wide	Railway, Transport and General Workers (CLC) (off-train empls.)	523
Vulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	300
Waterloo County Board of Education	Non-academic Staff Assn. (Ind.)	300
Windsor City Board of Education	CUPE (CLC)	235
Windsor City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	278
Windsor City Police (Unit A)	Police Assn. (Ind.)	344
York Borough Board of Education	CUPE (CLC)	234
York Borough Corp. (Works, Parks and Recreation Depts.)	CUPE (CLC)	248
York County Board of Education	CUPE (CLC)	300
York Regional Municipality (Maintenance and Land Div.)	CUPE (CLC)	280



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Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
December 1981



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1981 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

The second section of the report lists the negotiations underway in December 1981. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in January 1982.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour.

January 29, 1982

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Highlights

Steel Industry Settlements. Following a 125-day strike, 12,000 members of Local 1005 and two other units of the United Steelworkers of America (USWA) at the Hilton, Frost and Parkdale Works of Stelco Inc. in Hamilton ratified a new agreement and returned to work on December 3. The pact, replacing the previous contracts that expired on July 31, was attained after nearly eight months of intermittent negotiations, assisted at one stage by a team of mediators, and was concluded in direct negotiations between the parties. The new settlement package (including wage increases, benefit improvements and projected cost-of-living increases) was estimated to be worth \$7.70 per hour over three years.

The Local 1005 settlement was somewhat higher than the one accepted in late August by 2,600 workers at Stelco's Lake Erie Works and at six of the company's eight finishing plants in Ontario. The settlement for those seven units was valued at \$7.23 per hour over three years and closely resembled an earlier agreement signed at Algoma Steel Corporation (valued at about \$7.15 over a similar term). The monetary terms of the first Stelco settlement included a fold-in of 85 cents per hour in past cost-of-living payments and an hourly wage increase of \$1.05 in the first year plus 15 cents in each of the remaining two years. The parties also agreed on a new concept of COLA advances, whereby a part of anticipated future COLA payments is added to the base rates at the beginning of each year. These advances are to be recouped through deductions from the normal quarterly COLA adjustments generated during each of the contract years.

At the time of that settlement, all of the USWA units in the Stelco chain in Ontario, Quebec and one in Alberta were out on strike together. The walkout began on August 1, following a rejection of a company offer worth \$6.78 per hour in wages, COLA adjustments and fringe benefits over three years. The subsequent acceptance of an improved offer by the seven smaller units led to a split within the union. While workers at the seven plants returned to work, the remaining 13,700 Stelco workers stayed out in an attempt to obtain a substantially better offer. The striking units included 11,300 workers at Hilton Works and 700 at Frost and Parkdale Works in Hamilton, as well as a total of 1,700 workers at finishing plants in Quebec and Edmonton.

In the initial stages of negotiations, Local 1005 was seeking a two-year contract with hourly raises of \$3 per hour, a revised COLA formula, indexed pensions and a series of other monetary and administrative changes. The most contentious issues, aside from wage increases, were a demand for union control of pension and welfare plans, better annual vacations, longer notice of shift changes and higher premiums for weekend work. The cost of the proposed package was estimated at about \$14 per hour over two years and was considered by the management to be totally unrealistic and out of touch with the economic situation of the steel industry. By late November, the union had gradually reduced its demands to a wage-benefit increase of about \$8.20 per hour over three years, and the company had increased its offer from \$6.78 to \$7.23 per hour to match the figure accepted at the Lake Erie and finishing plants.

The final round of direct talks eventually produced an acceptable settlement on November 29. However, Hamilton union negotiators refused to sign it until Stelco settled outstanding local issues at three of its five Quebec plants. The matters in contention included a four-day week based on a 12-hour day with an increased number of weekends off, a paid lunch period during double shifts, the company's insistence on withdrawal by workers of all outstanding grievances and its demand to be allowed to hire non-unionized workers for weekend shifts. The issues were eventually settled through a compromise agreement that included work schedules consisting of a combination of 8-hour and 12-hour shifts with every other weekend off.

The new settlement, ratified on December 3 by a 77 percent vote, gave the members of the eight Ontario and Quebec locals hourly base pay raises of \$1.15 in the first year, 25 cents in the second and 30 cents in the third. This represented a total increase of 35 cents more on the hourly rate over the three years than the base rate gains made by the Stelco workers who settled earlier. Prior to the first increase, a total of \$1.29 in cost-of-living payments (85 cents carried over from the previous contract plus 44 cents generated between April and October 1981) had been added to the previous wage rates. However, the union declined an offer of advanced COLA payments, alleging that it would be a step towards the elimination of COLA provisions in the future. As a result, the Local 1005 settlement continued without change the existing COLA formula. It also retained a Supplementary Payment Plan providing pay adjustments of between 15 cents and \$1.06 per hour. In addition, the settlement provided an increase in job class increments of 2 cents per hour in each of the three years, and improvements in shift and weekend premiums, paid vacations and group insurance benefits, in some cases exceeding those agreed to by workers at the seven smaller units. The improvements over and above those accepted in the August Stelco settlement included a 5-cent increase in shift premiums effective in 1983, five weeks of paid vacations after 19 years' service, \$5,000 more in life insurance coverage, better survivorship benefits and an expanded dental coverage which now applies to pensioners and their dependents. There was also a \$15 increase over the new term in weekly supplemental unemployment benefits and a provision for a new union education leave.

In the non-monetary area, the agreement established joint labour-management committees to oversee the pension and group insurance funds and introduced improvements in the administration of occupational health and safety standards at Hilton Works. To reflect the rising employment of women by Stelco, sex-biased language was eliminated from the agreement. However, the union did not attain the sought after 26-weeks of maternity and 14-days of paternity leaves.

On the eve of the Local 1005 accord, two other Stelco units agreed in post-conciliation bargaining to accept renewal agreements with terms similar to the company's offer then still under consideration at Hilton Works. The agreements covered 1,575 members of the United Electrical Workers Local 523 at the Welland Tube and Page-Hersey pipe manufacturing plants and replaced their previous contracts that expired on October 31, 1981.[See pp. 691-694 of the November 1981 issue of this report for details].

Prior to the start of the Stelco strike, steel market conditions had been buoyant. During the next several months the market dramatically deteriorated due to a weakening demand for steel from key manufacturing and construction sectors. It prompted a delay of major modernization and expansion plans at Stelco and a post-strike layoff of 1,400 workers at Hilton Works and 500 at finishing plants, as well as a series of layoffs at other major steel producers. Generally, however, the industry was able to maintain a consistent level of reasonable profits. This, in turn, was of significance for the outcome of subsequent negotiations in the industry, for which the Local 1005 settlement became a new pace-setter.

First to be influenced by the new pattern was Sidbec-Dosco Ltd., the Quebec-Government owned steelmaker, who in early December signed new agreements with the USWA. The settlement covered a total of 3,445 employees in nine production and office units at the company's four plants in Quebec and the Etobicoke plant in Ontario. The accord was reached well in advance of the January 31, 1982 expiry date of the previous nine separate agreements and covered a three-year term ending in January 1985. The new terms provided wage-benefit improvements resembling in many respects the Local 1005 package. However, the first hourly wage increase of \$1.15 was advanced to the December 8 ratification date of the settlement. The next two increases, a combination of direct wage increases and payments for COLA which would have been generated in the last quarter of 1981, will be implemented on the normal February 1, 1982 and 1983 anniversary dates of the contracts. The existing COLA formula, with quarterly payments folded into the base rates at the end of each year, was continued. Despite the different implementation method for the wage adjustments, the Sidbec-Dosco workers continued to maintain wage parity with their Stelco counterparts, first attained during the term of their last contracts.

Following the signing of the Sidbec agreements, poor market conditions, with a resultant drop in steel orders and the need to cut operating costs, forced the company to lay off over 750 of its unionized employees and to ask management personnel to take temporary pay cuts. This, in turn, suggests that although the Local 1005 accord did set a target for the sector's negotiations still in progress, it is possible that many of the steel companies, because of their economic situation, will not be able to match the new pattern.

Chemical Sector Settlements. Contract negotiations in the chemical and chemical products industry are generally based on an industry-wide pattern established every two years in the petrochemical industry segment by the Energy and Chemical Workers Union (ECWU). The union represents about 30,000 employees across Canada with more than one-third of them working in the Ontario petroleum and chemical industries. The ECWU does not bargain jointly with the companies but categorizes its units into industry segments or company groupings for which common bargaining programs are drafted. The programs are aimed at standardization of wage rates, benefit plans and working conditions for a particular grouping. Once the first settlement is reached and endorsed by the union, the individual plant units propose its terms to their respective employers.

The basic pattern for the petrochemical sector was last established in early 1981 in a settlement with Gulf Canada of Toronto, the bargaining pace-setter in recent years. The two-year settlement covered the company's 1,500 hourly-rated employees at six locations, one in Ontario and the remainder in three Western Provinces. It included an average increase of about 14.6 percent (consisting of a 13.5 percent general increase and 10 to 25 cents per hour in classification adjustments) in the first year, plus a further 12 percent in the second year. The pact also provided a variety of improvements in fringe benefits. Up to the end of November, major companies with contracts scheduled for renewal beginning on January 31, 1981 had signed a number of agreements that followed in a fairly uniform manner the new contract terms. In Ontario, the new major agreements involved a total of over 5,000 employees at Dow Chemical of Canada, Imperial Oil, Polysar and Shell Canada, all of them in the Sarnia area, Du Pont Canada at Maitland, Gulf Canada at Mississauga and Lever Detergents at Toronto.

During December, two additional major units negotiated new settlements that tied into the standard industry agreement. Cyanamid Canada and the ECWU Local 21 agreed in mediation to a two-year agreement retroactive to November 16, the day after the previous contract expired. The pact covered 420 hourly-rated employees at the company's Welland Plant in Niagara Falls. Under the new terms, the workers received general wage increases of 14, 2, 12 and 1 percent, staged successively at six-month intervals. Other improvements included shift and Sunday premiums, overtime, paid vacations, health and welfare benefits and allowances for meals and safety shoes.

The second settlement was reached in direct bargaining between Du Pont Canada and an independent union representing the company's 280 employees at the Nipissing Works in North Bay. The two-year renewal agreement was ratified two days prior to the December 4 expiry date of the last contract. Its terms broadly resembled the ECWU settlement at the company's Maitland Works signed last spring [see p. 229 of the April 1981 issue of this report for details]. The Nipissing pact increased wages by 13.9 percent in the first year and by 13.3 percent in the second. Additional benefits included increases in premium payments and higher safety shoe allowances. Similar economic terms were later extended to cover 1,400 production employees, also members of an independent union, at the company's nylon plant in Kingston. The new two-year agreement was settled in direct talks and was ratified a week in advance of the January 28, 1982 expiry date of the existing contract.

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FOOD AND BEVERAGE

William Neilson Ltd. at Toronto - Local P529A, Food and Commercial Workers (AFL-CIO/CLC) (565 hourly rated employees): A 12-month renewal agreement effective from December 6, 1981 to November 27, 1982, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 6/81</u>
	Average Increase	13.3%
	Packer	\$6.33 (\$5.60)
	Tractor Driver	\$9.83 (\$8.70)
	Electronic Technician	\$12.62 (\$11.87)
Hours of Work:	40 per week (unchanged).	
Shift Premium:	0-25¢-35¢ (0-20¢-30¢).	
Overtime Pay:	3 times regular rate after 8 hours on Sunday, 12 hours on Saturday or 15 hours on a weekday. (Previously, all overtime paid at time and one-half.)	
Paid Holidays:	12 days (unchanged).	
Paid Vacation:	4 weeks after 12 (13) years' service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).	
Work Prior to 6 a.m.:	\$2.25 (\$2) per hour. Applies to "A" Shift personnel only.	
Health and Welfare:	<u>Life Insurance</u> - \$7,500 (\$5,000) coverage.	
	<u>Extended Health Care</u> - \$50 every 24 months for prescription glasses or contacts. Applies to employees and their eligible dependants (new).	
	<u>Dental Plan</u> - Effective June 1, 1982, payments are based on the 1981 (1980) Ontario Dental Association fee schedule.	
Meal Allowance:	\$3 (\$2.70) meal voucher for cafeteria, if not used may be redeemed at \$2.60 (\$2.30).	
	Highway Drivers - \$3.90 (\$3.50) for lunch; \$4.50 (\$4) for supper.	
Safety Shoe Allowance:	Designated personnel \$43 (\$38.50) per year; all others, \$37 (\$33).	
Tool Allowance:	Lubrication Mechanic - \$35 (\$30) per year, all other tradesmen - \$115 (\$100).	

LEATHER

Greb Industries Limited, Services and Cema Plants at Kitchener - Local 310,* Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1981 to November 22, 1983, with wages retroactive to November 23, 1981, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

*Previously, Locals 309 and 310.

Wages:	Effective	Nov. 23/81	Nov. 21/82
General Increases		55¢	45¢**
Group D		\$5.98 (5.43)	\$6.43
Group A		\$6.57 (6.02)	\$7.02

**Effective February 1, 1983, increase will be reduced to fund the new dental plan.

Shift Premium:	0-18¢-21¢ (0-15¢-19¢).
Paid Holidays:	1 (1/2) day on New Year's Eve is added for a total of 11 days. Heritage Day to be added if and when proclaimed.
Paid Vacation:	4 weeks after 11 (13) years' service, 5 weeks after 18 (22) years and 6 weeks after 25 (30) years.
Bereavement Leave:	Common-law spouse is added to the provision for 3 days' paid leave. 1 day's paid leave if employee is unable to attend the funeral of a family member, due to distance (new).
Health and Welfare:	OHIP - Employer contributes \$23 (\$15) per month for single coverage and \$46 (\$30) per month for employee with dependents. <u>Weekly Indemnity</u> - Effective January 1, 1982, maximum benefit is \$210 (\$189) per week. <u>Dental Plan (new)</u> - Effective February 1, 1983, a plan to be implemented with premium costs to be diverted from the general increase.
Prescription Safety Lenses (new):	Employer pays 100% of the cost of lenses only, where required.
Safety Shoe Allowance:	Employer pays 50% of the cost for 1 pair per year. (Previously, employer allowed a 20% reduction from the regular price.)

CLOTHING

Levi Strauss Canada, Inc. at Stoney Creek - Local 2307, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 9, 1981 to September 10, 1983, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 9/81	Sept. 9/82
	Increases	56¢ for incentive workers; 66¢ for time workers	49¢ for incentive workers; 59¢ for time workers
	General Time Worker	\$4.76-\$5.06 (\$4.10-\$4.40)	\$5.35-\$5.65
	Cutter	\$7.26-\$7.66 (\$6.60-\$7.00)	\$7.85-\$8.25
Probationary period is 60 calendar days. Maximum rates are reached after one 3-month and one 9-month increase.			
Paid Holidays:	Employee's Birthday is added in the second year for a total of 12 days.		

John Rennie Limited at Guelph - Local 740, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1982 to December 31, 1983, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/82	Jan. 1/83
	General Increases	9%	8% approx.
	Bundle Operator	\$3.88*-\$4.46 (\$3.56*-\$4.09)	\$4.18*-\$4.81
	Stock Room and Receiving	\$3.97*-\$5.18 (\$3.64*-\$4.75)	\$4.28*-\$5.58
	Marker-Experienced	\$5.18-\$6.91 (\$4.75-\$6.34)	\$5.58-\$7.45

*Reflect the after probation rates.

Probationary period is 3 months. Maximum rates for Bundle Operator are reached after 15 (14) months, for Stock Room and Receiving, after 18 (17) months, and for Market-Experienced, after 24 months (unchanged).

Vacation Pay: Effective in 1983, 6% after 5 (6) years' service, 8% after 15 (17) years, and 10% (new) after 25 years.

Corah Limited at Barrie - Local 1937, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1982 to December 31, 1982, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/82
	General Increase	10%

<u>Weekly Rates</u>	<u>Jan. 1/82</u>
Operative Grade D	\$187.50 (\$168.50)
Electrician	\$286-\$380 (\$267-\$345)

Probationary period is 60 working days. Maximum rate for Electrician is reached on merit.

PRIMARY METAL

Stelco Inc. (Hilton Works, Frost Works and Parkdale Works) at Hamilton - Locals 1005 3561 and 5328, Steelworkers (AFL-CIO/CLC) (12,000 hourly rated employees): Three 36-month renewal agreements effective from August 1, 1981 to July 31, 1984, settled during a work stoppage. Duration of negotiations - 8 months.

<u>Wages:</u>	<u>Effective</u>	<u>Aug. 1/81*</u>	<u>Aug. 1/82</u>	<u>Aug. 1/83</u>
COLA Fold-in		85¢		
Payment in Lieu of COLA**		44¢		
General Increases		\$1.15	25¢	30¢
Job Class Increments		15.7¢ (13.7¢)	17.7¢	19.7¢
<u>Hilton Works</u> (Hourly Rates)				
Job Class 1 (incl. Janitor)		\$10.39 (\$7.95)	\$10.64	\$10.94
Job Class 16 (inc. Tradesmen)		\$12.745 (\$10.005)	\$13.295	\$13.895
Job Class 28 (incl. Senior Rolling Mill Operator)		\$14.629 (\$11.649)	\$15.419	\$16.259

Previous rates include COLA fold-ins of 37¢ made August 1, 1979 and 57¢ made August 1, 1980.

*Due to the work stoppage, new wage rates were not put into effect until date of ratification, December 3, 1981.

**Represents amount of COLA less 1¢ that would have been generated during the quarters ending July 1981 and Oct. 1981 had the formula been in effect. The 1¢ deducted funded a new Union Educational Leave Plan.

Cost of Living Allowance:

Quarterly adjustments of 1¢ for each 0.3 point increase in the CPI - 1971=100, beginning with the period Oct. 1981 - Jan. 1982, and continuing through to the end of the agreement. Folded in on Aug. 1, 1982 and Aug. 1, 1983. (Previous formula similar.)

Hours of Work: 40 per week (unchanged).

Shift Premium: Effective August 1, 1982, 0-25¢-30¢ (0-20¢-25¢). Effective August 1, 1983, 0-30¢-35¢.

Sunday Premium: Effective August 1, 1982, \$1.25 (\$1) per hour.

Supplementary Payment Plan: The 1974 interim adjustments ranging from 15¢ to \$1.06 per hour, according to Job Class, is extended without change.

Paid Holidays: Effective 1983, Heritage Day added for a total of 10 (9) days.

Paid Vacation: Effective January 1, 1982, 4 weeks after 9 (12) years' service, 5 weeks after 19 (21) years, 6 weeks after 25 (30) years and 7 weeks after 30 years (new). Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Pre-Retirement Leave: 1 to 5 weeks for employees 61 years or older and having at least 25 years of service (unchanged).

Vacation Bonus: 25% of regular vacation pay if vacation taken during winter; 20% if taken during summer (unchanged).

Health and Welfare: Life Insurance - Effective on ratification, \$25,000 (\$16,000) for employees under 65; \$6,250 (\$3,500) for employees 65 and older and for future pensioners.

Weekly Indemnity - Effective January 1, 1982, \$225 (\$205). Effective January 1, 1983, \$245; effective January 1, 1984, \$275.

Major Medical - Effective on ratification, \$50,000 (\$10,000) Lifetime maximum coverage. Hearing aid coverage extended to pensioners. Vision care - \$75 (\$50) every 2 years.

Dental Plan - Effective on ratification, 1981 (1978) Ontario Dental Association fee schedule. Coverage added for removable appliances at 80% co-insurance. All benefits extended to include pensioners and their eligible dependants. Effective August 1, 1982, add coverage for crown, inlays and fixed bridgework at 80% co-insurance subject to \$1,500 annual plan maximum.

Pension Plan: Basic Benefit - \$17 (\$12) per month per year of service.

Supplemental Benefit - \$16 (\$11) per month per year of service to a maximum of 30 years.

Monthly Benefit Increase for Current Pensioners and Those Receiving Survivor Benefits - Effective August 1, 1981 \$50; effective August 1, 1982, \$20. Effective August 1, 1983, \$30.

Joint Survivorship Benefit - 74 1/2% (55%) of pension.

Safety Boots: Employer pays 100% of the replacement cost provided new boot is equipped with metatarsal protectors. New employees buy first pair. (Employer paid 50% of replacement cost if without metatarsal, 75% if with metatarsal and 100% of the cost of metatarsal protectors).

METAL FABRICATING

Sidbec-Dosco Ltd. at Contrecoeur, Montreal, Longueuil and Lasalle Que. and Etobicoke, Ont. - Various locals, Steelworkers (AFL-CIO/CLC) (3,445 employees): Nine 36-month renewal agreements effective from February 1, 1982 to January 31, 1985, with wages retroactive to December 8, 1981, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Dec. 8/81	Feb. 1/83	Feb. 1/84
Catch-up COLA			12¢	12¢
General Increases		\$1.15	25¢	30¢
Job Class Increments				
Lasalle		13.5¢ (11.5¢)	15.5¢	17.5¢
Other Places		15.7¢ (13.7¢)	17.7¢	19.7¢
<u>Etobicoke Works (Local 5629 - 200 plant employees)</u>				
Job Class 2		\$10.472 (\$9.322)	\$10.842	\$11.262
Job Class 10		\$11.728 (\$10.418)	\$12.258	\$12.838
Job Class 20		\$13.298 (\$11.788)	\$14.028	\$14.808
<u>Contrecoeur (Local 6586 - 1,400 plant employees)</u>				
<u>Montreal (Local 2423 - 1,100 plant employees)</u>				
<u>Longueuil (Local 8897 - 400 plant employees)</u>				
Job Class 1		\$10.40 (\$9.25)	\$10.77	\$11.19
Job Class 13		\$12.284 (\$10.894)	\$12.894	\$13.554
Job Class 27		\$14.482 (\$12.812)	\$15.372	\$16.312
<u>Truscon Works - Lasalle (Local 5063 - 80 plant employees)</u>				
Job Class 1		\$9.80 (\$8.65)	\$10.17	\$10.59
Job Class 10		\$11.015 (\$9.57)	\$11.565	\$12.165
Job Class 20		\$12.365 (\$10.72)	\$13.115	\$13.915

Supplementary
Payment Plan:

Continues unchanged, adding from 15¢ to \$1.026 per hour to Job Level 1-27 rates.

Office Employees: Local 5747 (Montreal - 80 employees)
Local 6025 (Lasalle - 10 employees)
Local 5927 (Etobicoke - 35 employees)
Local 8060 (Contrecoeur - 140 employees)

General increases and job increment increases same as plant employees, but converted to weekly amounts. Example - effective December 8, 1981, $\$1.15 \times 36 \frac{1}{4}$ hrs = \$41.69 increase per week. Increment between classes = $2\text{¢} \times 36 \frac{1}{4}$ hrs = 72.5¢ per week.

Cost of Living Allowance: Using January 1982 as the base, 1¢ per hour per 0.3 point increase in the Consumer Price Index - 1971=100, calculated quarterly and folded in to rates at the end of each contract year (formula unchanged). Last quarter of agreement to be calculated for COLA purposes (new).

Previous rates shown include fold-in of \$2.24 COLA generated to October 31, 1981. A further 24¢ would have been generated had COLA been operative during last quarter; therefore 24¢ is given as a catch up COLA increase to be folded in to rates in two stages: 12¢ on February 1, 1983 and 12¢ on February 1, 1984.

Hours of Work: 36 $\frac{1}{4}$ per week for office and 40 for plant employees (unchanged). Guaranteed work week in case of equipment breakdown (new).

Overtime: Voluntary (new). Time and one half for first 4 hours followed by double time (time and one half).

Meal Allowance: \$4.50 (\$3).
on Overtime:

Paid Lunch Break (new): The half-hour lunch break is now paid - except for Truscon Works in Lasalle and certain office employees.

Shift Premium: Effective February 1, 1983, 0-25¢-30¢ (0-20¢-25¢). Effective February 1, 1984, 0-30¢-35¢.

Split Shift Premium (new): Effective February 1, 1983, \$1 per hour.

Sunday Work Premium: Effective February 1, 1983, \$1.25 (\$1) per hour.

Call-Back Pay: Minimum 5 hours (4 or 5 depending on plant location).

Salary Maintenance (new): Employees disabled as a result of work-related illness or injury have regular salaries maintained, if re-assigned to lower paying classification.

Paid Holidays: 10 (unchanged).

Paid Vacation: 4 weeks after 9 (12) years' service, 5 weeks after 19 years (21) and 6 weeks after 30 years (new). Also 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Vacation Bonus: Effective in the first year of the agreement, \$75 (\$60) per week of earned vacation; second year, \$80. Prorated for employees who worked less than 12 months during reference year.

Bereavement Leave:	Maximum 4 (3) days' leave in event of death of spouse of child.
Pre-Retirement Leave (new):	1 week for employees aged 61, with 30 years' service; 2 weeks at age 62, 3 weeks at age 63 and 4 weeks at age 64.
Health and Welfare:	<u>Life Insurance</u> - \$22,000 (\$16,000) coverage for active employees; \$5,000 (\$3,500) for retirees. <u>A.D. & D.</u> - \$10,000 (\$8,000) coverage. <u>Weekly Indemnity</u> - Effective February 1, 1982, \$225 (\$205) per week. Effective February 1, 1983, \$245. Effective February 1, 1984, \$275. <u>Long Term Disability</u> - \$500 (\$400) per month. <u>Extended Health Care/Major Medical</u> - Lifetime maximum benefits - \$50,000 (\$10,000). <u>Optical Allowance</u> - \$75 (\$50) per 2-year period. <u>Hearing Aid Allowance (new)</u> - Maximum \$300 per family. <u>Dental Plan</u> - Effective February 1, 1983, introduction of basic care family coverage. Effective February 1, 1984, improvement of benefits. (Coverage for dependant children of employees in Etobicoke was negotiated previously and was scheduled for implementation effective January 1, 1982, similar to Quebec Government plan.) <u>In-House Health Program (new)</u> - Union to participate in choice of doctor. Adequate First Aid to be available on all shifts. <u>Drug and Alcoholism (new)</u> - Program implemented, no details available.
Supplemental Benefits:	Effective January 1, 1982, \$70 (\$50) per week. Effective January 1, 1983, \$75. Effective January 1, 1984, \$80. Payable for a maximum of 36 weeks to employees with 18 months' service.
Pension Plan:	<u>Basic Coverage</u> - Effective in 1982, \$13 (\$10) per month per year of service. Effective in 1983, \$14. Effective in 1984, \$15. <u>Early Retirement</u> - At age 59 (60) with 30 years' service - no penalty. <u>Supplementary Early Retirement</u> - Effective in 1982, \$12 (\$9) per month per year of credited service, to a maximum of 30 years, offset at age 65 by legislated benefits. Effective in 1983, \$13. Effective in 1984, \$14. <u>Current Pensions</u> - Current pension benefits increased by \$45 in 1982, \$20 in 1983 and a further \$20 in 1984. <u>Spouse Benefits</u> - Widowed spouse is paid 60% (50%) of employees' pension entitlement if employee is actively employed at time of death; 50% if employee is on retirement.
Maternity Leave:	Maximum 1 year, without pay.

Recall Rights
and Retention
of Seniority on
Lay-off:

36 (24) months.

Sub-Contracting:

Future contracts to be offered to unionized staff; existing contracts to be reviewed and possibility of awarding to unionized staff to be discussed.

Union Education
(new):

Employer to contribute 1¢ per hour employee to union-administered fund.

Cooperative Wage
Study (new):

Union representatives of joint Cooperative Wage Study committee are granted 1 day off per month with pay to enable them to prepare for monthly meetings with management.

Paid Leave for
Union Business
(new):

Stewards and/or members of committee are reimbursed for time spent reporting to the work site to handle disputes on their day off.

I.B.L. Industries Limited at Burlington - The I.B.L. Employees Association (Ind.):

A 36-month renewal agreement effective from December 1, 1981 to November 30, 1984, covering 80 employees*, settled at the bargaining stage. Duration of negotiations - 3 months.

*270 employees are currently on temporary lay-off status.

Wages:

	<u>Dec. 1/81</u>	<u>Dec. 1/82</u>	<u>Dec. 1/83</u>
General Increases	25¢	30¢	35¢
COLA Fold-in	47¢		
Job Class Increment	4¢	6¢	8¢
Additional Adjustment	Restructuring of wage schedule		
Job Class 1 (Labour)	\$9.26 (\$8.54)	\$9.56	\$9.91
Job Class 16 (Tool and Die Maker)	\$12.64 (\$11.32)	\$13.24	\$13.89

Cost of Living
Allowance:

21¢ COLA continues to float.

1¢ per 0.3 point change in the Consumer Price Index - 1971=100. Adjusted quarterly (unchanged).

Paid Holidays:

1 floating day between Christmas and New Year's is added for a total of 10 days.

Health and
Welfare:

Semi-Private Hospitalization (new) - Employer pays 100% of premium costs.

Dental Plan - Orthodontic coverage is added for employee's children ages 14 to 18.

Safety Shoe Allowance: Employer pays \$30 (\$25) per pair, twice per year. Effective December 1, 1982, \$35. Effective December 1, 1983, \$40.

MACHINERY

Koehring Provincial Division of Amca Heavy Equipment Limited, formerly Provincial Crane Division at Niagara Falls - Local 1031, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from December 5, 1981 to December 9, 1983, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 5/81</u>	<u>Dec. 4/82</u>
	General Increases	12.7%	10%
	Helper - General	\$8.31-\$8.78 (\$7.37-\$7.79)	\$9.14-\$9.66
	Electrician A	\$10.72-\$11.13 (\$9.51-\$9.88)	\$11.79-\$12.24
	Machine Repair Man	\$10.99-\$11.40 (\$9.78-\$10.15)	\$12.06-\$12.51
	Effective	<u>Apr. 3/83</u>	<u>Aug. 6/83</u>
	General Increases	15¢	10¢
	Helper - General	\$9.29-\$9.81	\$9.39-\$9.91
	Electrician A	\$11.94-\$12.39	\$12.04-\$12.49
	Machine Repair Man	\$12.21-\$12.66	\$12.31-\$12.76

Probationary period is 2 months. Maximum rates are reached after three 3-month increases.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 5 weeks and 200 hours' pay after 20 (23) years' service, and 5 weeks and 208 hours' pay (new) after 30 years. Effective in second year of agreement, 5 weeks and 216 hours' pay after 30 years.

Bereavement Leave: 1 day's paid leave to attend the funeral of a brother-in-law and sister-in-law (new).

Health and Welfare: Life Insurance - Effective January 1, 1982, \$13,000 (\$12,000) coverage. Effective January 1, 1983, \$14,000 coverage.

Weekly Indemnity - Effective January 1, 1982, benefits increase to \$190 (\$165) per week, payable on a 1-4-39 basis. Effective January 1, 1983, \$205. \$160 (\$140) per week, for an additional 13 weeks. Effective January 1, 1983, \$175.

Dental Plan - Effective January 1, 1982, change to Blue Cross Plan #9 (7). Effective January 1, 1983, payments are based on the 1982 (1980) Ontario Dental Association fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1982, \$9.50 (\$8.50) per month per year of credited service since January 1, 1961. Effective January 1, 1983, \$10.00.

Meal Allowance: \$4 (\$3).

Safety Shoe Allowance: Employer pays 60% (50%) of cost of approved STD safety boots in stores.

TRANSPORTATION EQUIPMENT

MTD Products Limited at Kitchener - Local 1524, Auto Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 16, 1981 to September 16, 1983, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 16/81</u>	<u>Dec. 8/81</u>	<u>Sept. 16/82</u>
Increases:				
Incentive Workers; Job Classes 12, 14, 18 20, 6, 11, 15, 17, 53, and 44 A & B;	25¢ 70¢		1 1/2% for all line assembly operations	25¢ 70¢
Job Classes 13, 16, 19, 23, 25, 42, 46, 48, 49, 52 and 44C;	65¢		and for incentive jobs which have failed to yield 40% over the base rate	60¢
Tool & Die and Cutter Grinder Department Classifications	80¢			75¢
Skilled Trades Adjustments	60¢ for Tool & Die Makers and Repairmen			60¢ for Tool & Die Makers and Repair- men
COLA Fold-in	20¢*			
Job Class 46, Warehouse Labour	\$6.53 (\$5.68)		\$6.53	\$7.13
Job Class 1, Tool & Die Maker	\$10.85 (\$9.25)		\$10.85	\$12.20

*Treated as an add-on for incentive employees. This combined with 30¢ additional wage increase in each year for incentive employees totals 50¢ an hour "add-on."

Cost of Living Provision: Deleted.

Paid Holidays: Effective in the first year only, 1 day to be scheduled during the Christmas Holdiay period is added for a total of 12 days.

Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$11,000 (\$10,000) coverage.
	<u>Dental Plan (new)</u> - Employer pays 100% of premium costs for a basic plan.
Pension Plan:	<u>Basic Benefit</u> - \$7 (\$5) per month per year of service for current and future retirees. Effective September 16, 1982, \$8.
	<u>Vesting</u> - Available to employees aged 40 (45) and over and having 10 years' service.
Prescription Safety Glasses:	Maximum allowance for lenses is \$25 (\$20) per year.
Safety Shoe Allowance:	\$15 (\$10) per year.

Paramount Industries and Donlee Plastics, Divisions of Donlee Manufacturing Industries Limited at Toronto - Local 1813, Clothing and Textile Workers (AFL-CIO/CLC): Two 24-month renewal agreements effective from November 15, 1981 to November 19, 1983, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Nov. 15/81	May/17/81	Nov. 15/82	May 16/83
General Increases		6%	4%	5%	5%
Group VII (includes Trim & Pack - Donlee Plastics)		\$5.76 (\$5.43)	\$5.99	\$6.29	\$6.60
Group VIII (includes Plating Loader - Paramount Industries)		\$5.81 (\$5.48)	\$6.04	\$6.34	\$6.66
Group I (includes Die Maker - Paramount Industries and Machine Set-Up-Donlee Plastics)		\$7.72 (\$7.28)	\$8.03	\$8.43	\$8.85

Bereavement Leave:	2 (1) days' paid leave when unable to attend the funeral of a father, mother or child who has died overseas.
Health and Welfare:	Employer pays premium costs for all benefits up to a maximum of 2 premiums after the last scheduled deduction for each benefit, when there is a temporary cessation of work (new).
	<u>Weekly Indemnity</u> - Disability benefit is paid when sickness and vacation coincide (new).
	<u>OHIP</u> - Employer pays 80% (75%) of premium costs.
	<u>Supplementary Health Care</u> - Employer pays 100% (75%) of premium costs for prescription drugs.

Safety Shoe Allowance: Maximum 1 pair per year for all employees who have completed probation. (New at Paramount Industries. Unchanged at Donlee Plastics.) A second pair per year for Die Cast, Plating, Drill and Chamfer and Swaging employees at Paramount Industries and for Roto Cast and Material Handling employees at Donlee Plastics (new).

CHEMICAL AND CHEMICAL PRODUCTS

Du Pont Canada Inc., Nipissing Works at North Bay - Nipissing Independent Union (hourly-rated employees): A 24-month renewal agreement effective from December 5, 1981 to December 4, 1983, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 5/81</u>	<u>Dec. 5/82</u>
	General Increases	13.9%	13.3%
	Additional Adjustments	Some classification adjustments	
	Serviceman II (Labourer)	\$8.94 (\$7.85)	\$10.13
	Mechanic - Class "A"	\$11.18 (\$9.82)	\$12.67
	Previous rates reflect a wage adjustment on December 5, 1980.		
Shift Premium:	0-34¢-42¢ (0-30¢-38¢). Effective December 5, 1982, 0-38¢-46¢.		
Sunday Premium:	\$1.40 (\$1.25) per hour. Effective December 5, 1982, \$1.50.		
Crew Leader Premium:	46¢ (40¢) per hour. Effective December 5, 1982, 52¢.		
Safety Shoe Allowance:	Employer contributes \$45 (\$40) per year for the first pair. Effective December 5, 1982, \$50.		

Cyanamid Canada Inc. (Welland Plant) at Niagara Falls - Local 21, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from November 16, 1981 to November 15, 1983, covering 420 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Nov. 16/81</u>	<u>May 16/82</u>
	General Increases	14%	3%
	Labourer	\$8.88 (\$7.79)	\$9.15
	Electrician 1A	\$11.69 (\$10.25)	\$12.04

Effective	<u>Nov. 16/82</u>	<u>May 16/83</u>
General Increases	12%	1%
Labourer	\$10.25	\$10.35
Electrician 1A	\$13.48	\$13.62
Shift Premium:	0-38¢-48¢ (0-36¢-42¢). Effective November 16, 1982, 0-39¢-49¢.	
Sunday Premium:	\$1.35 (\$1.25) per hour. Effective November 16, 1982, \$1.45.	
Work on Paid Holidays:	Double time (time and one-half).	
Paid Vacation:	Effective January 1, 1983, 6 weeks (new) after 30 years' service.	
Health and Welfare:	<u>Weekly Indemnity</u> - Cap is removed.	
	<u>Extended Health Care</u> - Maximum claim for eyeglasses is \$120 (\$100) every 2 years.	
	<u>Dental Plan</u> - Effective January 1, 1982, Rider #3 is added. Effective January 1, 1983, Rider #4 is added. Employer pays 75% of premium costs (unchanged).	
Meal Allowance:	\$4.50 (\$4.00).	
Safety Shoe Allowance:	\$60 (\$50) per year.	

MISCELLANEOUS MANUFACTURING

Davidson Rubber Company Limited at Port Hope - Local 889, Rubber Workers (AFL-CIO/CLC): A 37-month renewal agreement effective from December 6, 1981 to December 31, 1984, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Dec. 6/81</u>	<u>Jan. 1/83</u>	<u>Jan. 1/84</u>
General Increases		12%	10%	7%
Additional Adjustment		50% incentive payment to Repair Operator		
Labour Grade 3 (Trimmer)		\$5.01-\$5.68 (\$4.47-\$5.07) plus incentive	\$5.51-\$6.35 plus incentive	\$5.90-\$6.69 plus incentive
Labour Grade 21 (Electrician)		\$8.28-\$9.92 (\$7.39-\$8.86)	\$9.11-\$10.91	\$9.75-\$11.67

Previous rates reflect an adjustment of approximately 3% on January 1, 1981.

Probationary period is 60 calendar days. Maximum rate for Trimmer is reached after four 3-month increases and for Electrician is based on progression plus merit.

Shift Premium: 0-22¢-27¢ (0-20¢-25¢). Effective January 1, 1983, 0-25¢-30¢.

Reporting Pay: 2 hours' alternate work or pay at straight time where an employee reports for a regular shift and equipment or machinery break downs prevent completing at least 2 hours of work (new).

Paid Holidays: December 24th is added for a total of 10 days.

Bereavement Leave: Spouse's grandparent is added for 3 days' paid leave (new).

Health and Welfare: Life Insurance - Effective January 1, 1982, \$11,000 (\$10,000) coverage. Effective January 1, 1983, \$12,000.

Weekly Indemnity - Benefit is 60% (66 2/3%) of employee's basic wage, payable on a 1-1-5-15 (1-1-8-15) basis. Employees with over 5 years' service receive benefit for an additional 11 weeks.

Pension Plan: Basic Benefit - \$8 (\$7) per month per year of service. Effective January 1, 1982, \$10.

Meal Allowance (new): \$3

Safety Shoe Allowance: Effective January 1, 1982, employer contributes \$25 (\$20) per year. Effective January 1, 1983, \$30.

TRANSPORTATION

Travelways School Transit Ltd. (Markham Division) at Markham - Local 307, Railway, Transport and General Workers (CLC): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/81	Dec. 1/81	Sept. 1/82
<u>School Bus Drivers</u>		10%; 12% on other special rates	2% excluding other special rates	11% approx.; 10% on other special rates
(over 1/2-3/4 hour - over 1 1/2-1 3/4 hours shifts)		*\$6.94-\$8.94 per shift (\$6.31-\$8.13)	\$7.08-\$9.12	\$7.85-\$10.12
	Effective	Sept. 1/81	Mar. 1/82	Sept. 1/82
<u>Transit Drivers</u>		11%	3%	11%
Crew Rate		\$7.41 per hour (\$6.68)	\$7.63	\$8.47
				\$9.00

*10% on the above rates for School Bus Driver with more than 3 years' seniority, and 20¢ per shift in cases where the current rate being paid to a driver exceeds the above schedule and seniority premium where applicable (unchanged).

Meal Allowance (new): \$4 after 10 hours' worked and \$10 on second full day of overnight trip.

COMMUNICATION

Bell Canada, Ontario and Quebec - Canadian Telephone Employees' Association (Ind.)
(19,000 clerical and associated employees): A 24-month renewal agreement effective from December 17, 1981 to December 16, 1983, with wages retroactive to December 1, 1981, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Dec. 1/81	Dec. 17/82
General Increases		12%	11%
Wage Scale Adjustment		\$2.55-\$4.85 for Intermediate Clerk	
<u>Weekly Rates</u>			
Intermediate Clerk Grade 5		*\$234.20-\$302.75 *(\$204.25-\$267.75)	*\$260.00-\$336.05
Senior Clerk Grade 6		*\$240.80-\$336.00 *(\$215.00-\$300.00)	*\$267.30-\$373.00
Service Representative		\$265.15-\$388.65 (\$236.75-\$347.00)	\$294.30-\$431.40

*Minimum hiring rates for Toronto.

Cost of Living Allowance (new): 1% per 1% increase in the Consumer Price Index - 1971=100. Trigger at 12%. Lump sum payment to be determined by applying the increase to the basic pay for the period December 17, 1982 to August 31, 1983.

Hours of Work: Average of 36 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective in the last year of agreement, 4** weeks after 10 (12) years' service and 5** weeks after 20 (21) years. Also 2 weeks after 1 year, 3 weeks after 3 years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged).

**A minimum of 1 week must be taken during the period October through May.

EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (caretakers, maintenance, bus drivers, cleaning and cooking employees): A 16-month renewal agreement effective from December 27, 1981 to April 14, 1983, with wages retroactive to October 1, 1981, for cleaning and cooking employees and to April 15, 1981 for caretaking and maintenance employees, covering 530 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Apr. 15/81</u>	<u>Oct. 1/81</u>
	Increases	12% for caretakers and maintenance employees	15.5% for cleaning and cooking employees
	Cleaner		\$6.52 (\$5.65)
	Assistant Caretaker	\$8.14-\$8.79 (\$7.27-\$7.85)	\$8.14-\$8.79
	Chief Mechanic	\$10.30 (\$9.20)	\$10.30
	Effective	<u>Apr. 15/82</u>	<u>Oct. 1/82</u>
	Increases	7% for cleaning and cooking employees; 11.5% for caretakers and maintenance employees	7.7% for cleaning and cooking employees
	Cleaner	\$7.00	\$7.54
	Assistant Caretaker	\$9.08-\$9.80	\$9.08-\$9.80
	Chief Mechanic	\$11.48	\$11.48
	Probationary period is 3 months. Maximum rate for Assistant Caretaker is reached after 2 years.		
Shift Premium:	0-30¢-30¢ (0-27¢-27¢).		
Sunday Premium:	33¢ (30¢) per hour.		
Paid Holidays:	Effective in the 1982 calendar year, 1/2 day before Christmas Day and 1/2 day before New Year's Day are added for a total of 12 days.		
Paid Vacation:	4 weeks after 12 years. (Unchanged for cleaning and cooking employees. Previously, 13 years for caretakers, maintenance and bus drivers.)		
Health and Welfare:	<u>Life Insurance</u> - Maximum \$30,000 coverage. (Previously, \$20,000 for caretakers and maintenance employees, and \$7,500 single coverage / \$9,500 family coverage for cleaning and cooking employees.)		
	<u>Extended Health Care</u> - Effective January 1, 1982, vision care is added (new). Maximum claim for eyeglasses is \$60 every 2 years.		
Pension Plan:	Effective on or after September 1982, OMERS Basic Plan (future service) to be implemented for cleaning and cooking employees, upon sufficient enrolment. OMERS Type II Supplementary Past Service Pension Benefit to be implemented for caretaking and maintenance employees actively employed with the Board as of August 1, 1981.		

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (1,100 employees): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/81	Jan. 1/82
General Increases		11.75%	1.75%
Teacher-Category D 0-6 years		\$14,560-\$18,060 (\$13,029-\$16,161)	\$14,815-\$18,376
Teacher-Category A1 0-11 years		\$17,088-\$29,129 (\$15,291-\$26,066)	\$17,387-\$29,639
Teacher-Category A4 0-11 years		\$20,349-\$36,582 (\$18,209-\$32,736)	\$20,705-\$37,222
Principal Level 1 to 3 and Coordinator		\$37,678-\$42,598 (\$33,736-\$38,119)	\$38,337-\$43,343

Responsibility Allowance: Assistant Department Head - \$1,100 (\$850).

Health and Welfare: OHIP - Employer pays 91% (90%) of premium costs.

Extended Health Care - \$25 (\$25 single/\$50 family) annual deductible.

Dental Plan - Includes periodontal, endodontic and surgical services with no co-insurance; 50% co-insurance to maximum of \$500 every 12 months for restorative services. Employer pays 60% (77%) of premium costs. (Previous plan provided basic preventative coverage.)

Hastings-Prince Edward County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 205 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/81
Increase		12.4% approx.
Teacher - Level 1 0-6 years		\$11,800-\$18,200 (\$10,500-\$16,200)
Teacher - Level 4 0-11 years		\$15,300-\$28,100 (\$13,600-\$25,000)
Teacher - Level 7 0-14 years		\$19,100-\$35,200 (\$17,000-\$31,300)

Responsibility Allowance: Principal - "A" Schools - 15 teachers, \$6,500;
"B" Schools - 7.9 to 14.9 teachers, \$5,000;
"C" Schools - 5.9 to 7.8 teachers, \$3,500;
"D" Schools - 0 to 5.8 teachers, \$2,500.

(Previously, minimum allowance of \$2,000; first 12 teachers, \$400 per teacher, and \$325 per additional teacher up to a maximum of \$6,000.)

Sabbatical Leave Payment: 75% of teacher's regular annual salary. (Previously, 50% plus 5% allowance for each dependent, to a maximum of 75%).)

"2 over 3 years" minimum to "6 over 7 years" maximum Leave Plan (new): Qualified employee may elect to be paid at a fraction of salary over 3, 4, 5, 6 or 7 years in order to have the option of teaching 2, 3, 4, 5, or 6 years, and taking 1 year's leave of absence.

Health and Welfare: Dental Plan - Employer pays 75% of premium costs. (Previously, 50% or \$20,000, whichever was less.) \$1,000 life-time coverage for orthodontics is added. Payments are based on the 1981 (1980) Ontario Dental Association fee schedule.

Tuition Fee Allowance Fund: \$6,000 (\$4,500).

Lincoln County Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A
12-month renewal agreement effective from September 1, 1981 to August 31, 1982, covering 411 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Mar. 1/82</u>
General Increases		13%	2% non-compounded
Teacher - Level D 0-6 years		\$13,426-\$19,173 (\$11,882-\$16,968)	\$13,664-\$19,513
Teacher - Level A1 0-10 years		\$16,997-\$28,317 (\$15,042-\$25,060)	\$17,298-\$28,819
Teacher - Level A4 0-13 years		\$20,976-\$36,086 (\$18,563-\$31,935)	\$21,347-\$36,725

Responsibility Allowances:	<u>Principal</u>
A School	\$3,208-\$6,098 (\$2,814-\$5,349)
B School	\$5,132-\$8,022 (\$4,502-\$7,037)
C School	\$7,057-\$9,946 (\$6,190-\$8,725)
Dennis Morris High School	\$8,340-\$10,903 (\$7,316-\$9,564)
<u>Vice-Principal</u>	\$2,280 (\$2,000)
Dennis Morris High School	\$4,560 (\$4,000)

Supervisor of Curriculum	\$6,270 (\$5,500)
Consultant	\$2,052-\$5,135 (\$1,800-\$4,504)
Assistant Consultant	\$912-\$2,280 (\$800-\$2,000)
Head of French	\$3,420 (\$3,000)
Heads of Department at Dennis Morris High School:	
Major Department Head	\$2,396 (\$2,102)
Minor Department Head	\$1,557 (\$1,366)

Health and
Welfare:

Life Insurance - \$90,000 (\$60,000) maximum coverage.

Vision Care - Maximum claim for eyeglasses is \$80 (\$60) every 2 years.

Northumberland and Newcastle Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (550 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/81	Sept. 1/82
General Increase (Teachers' Grid)		12%	11%
Teacher-Category D 0-6 years	\$14,450-\$18,183 (\$12,902-\$16,235)		\$16,040-\$20,183
Teacher-Category A1 0-11 years	\$18,162-\$28,841 (\$16,216-\$25,751)		\$20,160-\$32,014
Teacher-Category A4 0-12 years	\$20,923-\$36,324 (\$18,681-\$32,432)		\$23,225-\$40,320
<u>Principals</u> 0-2 years			
Schools with 8.9 or less teachers	\$39,000-\$40,500 (\$34,640-\$36,640)		\$42,900-\$44,500
Schools with 9.0 or more teachers	\$40,500-\$42,250 (\$36,340-\$38,340)		\$44,500-\$46,500

Responsibility Allowance: Vice-Principal - \$3,200 (\$3,000). Effective September 1, 1982, \$3,300.

Educational Improvement Plan: Effective in 1981-1982 school year, employer provides \$20,000 (\$16,700). Effective in 1982-1983, \$23,000.

Peterborough County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ind.) (550 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the post fact-finder bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Jan. 1/82</u>	<u>Sept. 1/82</u>
General Increases		11%	\$300	11%
Teacher Category 1 0-6 (5) years	\$13,334-\$17,500 (\$12,013-\$15,496)		\$13,634-\$17,800	\$15,134-\$20,000
Teacher Category 4 0-12 years	\$16,765-\$28,947 (\$15,104-\$26,078)		\$17,065-\$29,247	\$18,942-\$32,464
Teacher Category 7 0-12 years	\$19,516-\$36,350 (\$17,582-\$32,748)		\$19,816-\$36,650	\$21,996-\$40,682

Responsibility Allowances: Principal - 20 steps depending on number of classrooms. \$4,712 (\$4,362) for 6 or less rooms to \$8,720 (\$8,370) for 25 rooms. Effective September 1, 1982, \$5,397-\$9,405.

Vice-Principal - \$2,213-\$3,097 (\$2,063-\$2,947) Effective September 1, 1982, \$2,434-\$3,407. Progression is 0-5 years.

Consultant - \$1,787 (\$1,637) or \$2,770 (\$2,620) depending on whether or not there are other resource teachers within the department. Effective September 1, 1982, \$1,966 or \$3,047.

Resource Teacher - \$900 (\$819). Effective September 1, 1982, \$990.

Staffing Formula: Enriched to allow 11 more units.

Waterloo County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (775 employees): A 24-month renewal agreement effective from September 1, 1981 to August 31, 1983, settled at the post mediation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
General Increases		13%	11%
Teacher-Category D 0-6 years	\$13,726-\$18,526 (\$12,147-\$16,395)		\$15,235-\$20,563
Teacher-Category A1 0-12 years	\$16,813-\$28,926 (\$14,879-\$25,599)		\$18,662-\$32,107
Teacher-Category A4 0-12 years	\$20,547-\$36,589 (\$18,184-\$32,380)		\$22,807-\$40,613
Responsibility Allowances:	<u>Principal (Junior Schools, K-6 or K-8)</u> - \$4,850-\$7,150 (\$4,500-\$6,600). Effective September 1, 1982, \$5,300-\$7,700.		
	<u>Principal (Senior Schools)</u> - \$7,900-\$10,600 (\$7,000-\$9,800). Effective September 1, 1982, \$8,300-\$11,000.		

Vice-Principal (Junior Schools, K-6 or K-8) - 50% (unchanged of Junior School Principal's allowance.)

Vice-Principal (Senior Schools) - \$4,500-\$6,700 (\$4,150-\$6,200).
Effective September 1, 1982, \$4,800-\$7,000.

Subject Chairman (Senior Schools) - \$950 (\$925) for 60 periods or less; \$1,900 (\$1,850) for more than 60 periods. Effective September 1, 1982, \$1,025 and \$2,050 respectively.

Department Heads - Major \$2,450 (\$2,350); Assistant \$1,200 (\$1,100); Minor \$1,250 (\$1,160). Effective September 1, 1982, Major \$2,650; Assistant \$1,300; Minor \$1,350.

Resource Teacher - \$1,300 (\$1,225). Effective September 1, 1982, \$1,400.

Consultant - \$2,600-\$3,200 (\$2,400-\$3,000). September 1, 1982, \$2,800-\$3,400.

Special
Certificate:

	<u>Sept. 1/81</u>	<u>Sept. 1/82</u>
Elementary	\$650 (\$600)	\$675
Intermediate	\$850 (\$800)	\$900
Specialist	\$1,100 (\$1,000)	\$1,150

Home Instruction
Teacher:

\$10 (\$9). Effective September 1, 1982, \$11.

Health and
Welfare:

OHIP - Employer pays 85% (80%) of premium costs.

Extended Health Care - Employer pays 75% of premium costs.
(Previously paid a flat dollar amount, approximately 65% of cost.)

Dental Plan - Effective April 1, 1982, employer pays 85% of premium costs for basic, preventative plan. (Previously, employer contributed \$6.20 per month single coverage and \$12.90 for dependant.)

HEALTH AND WELFARE SERVICES

Etobicoke General Hospital at Rexdale - Ontario Nurses' Association (Ind.) (full-time and part-time registered and graduate nurses): One 24-month renewal agreement effective from October 1, 1980 to September 30, 1982, covering 230 full-time employees and one 21-month first agreement effective from January 1, 1981 to September 30, 1982, covering 245 part-time employees were settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	<u>Oct. 1/80</u>	<u>Apr. 1/81</u>
Increases	10.7% on top rates	approx. 3.5%

Monthly Rates

Full-time	\$1,590-\$1,855	\$1,650-\$1,915
Registered	(\$1,450-\$1,676)	
Staff Nurse		
0-7 years		

Effective	<u>Oct. 1/81</u>	<u>Apr. 1/82</u>
Increases	approx. 10%	approx. 4%
Full-time Registered Staff Nurse 0-7 years	\$1,820-\$2,085	\$1,900-\$2,165

Effective	<u>Jan. 1/82*</u>	<u>Apr. 1/82</u>
<u>Hourly Rates</u>		
Increase		approx. 4%
Regular	\$11.20-\$12.83**	\$11.69-\$13.32**
Part-time 0-7 years		

**Rates exclude 14% in lieu of fringe benefits.

Probationary period is 60 tours worked for all employees except regular part-time nurses who may reach seniority in 6 calendar months, whichever occurs first.

*Retroactive Pay (Part-time):	\$2.14 per hour lump sum payment for each paid hour from January 1, 1981 to January 1, 1982. New employees hired after that date receive a pro-rated adjustment from their date of employment.
Shift Premium:	Effective December 21, 1981 for full-time nurses and January 1, 1982 for part-time, 35¢ per hour worked after 2 hours worked outside the day shift. (New for part-time. Previously, 24¢ for full-time.)
Acting Pay:	Effective December 21, 1981 for full-time nurses and January 1, 1982 for part-time, 40¢ per hour when assigned the responsibilities of Team Leader or Senior Nurse. A Registered Staff Nurse assigned the responsibilities of a higher classification for 1 full tour or more receives the minimum of 1 step in the salary range on her own classification or is compensated at the rate payable to the classification (new).
Call-Back Pay:	Effective December 21, 1981 for full-time nurses and January 1, 1982 for part-time, time and one-half for all hours worked, with a minimum of 4 hours at time and one-half. (New for part-time. Previously, minimum at straight-time for full-time nurses.)
Overtime Pay:	Time and one-half for work performed in excess of the normal daily tour. (New for part-time. Unchanged for full-time.) Time and one-half for full-time nurses working on a scheduled day off (new) and for part-time nurses working on a third consecutive and subsequent weekend (new).
Standby Pay:	Effective December 21, 1981 for full-time nurses and January 1, 1982 for part-time, \$1.75 per completed hour. (New for part-time. Previously, \$10 per tour for full-time nurses.)
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Heritage Day or 2nd Monday in February, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 11 days. (New for part-time. Easter Monday is new for full-time.)

Holiday Pay (Part-time):	Double time and one-half for all hours worked on a paid holiday (new).
Paid Vacation (Full-time):	5 weeks after 20 (22) years' service.
Vacation Pay:	6% of previous year's gross salary for nurses with less than 3 years' service, 8% for more than 3 years and 10% for more than 20 years. (New for part-time. 10% entitlement new for full-time).
Bereavement Leave:	3 days' paid leave for wife, husband, child, mother, father, brother, sister, grandparent, grandchild, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law and sister-in-law and 1 day to attend the funeral of a niece or nephew. (New for part-time, effective December 21, 1981. Previously, 1 day for brother-in-law and sister-in-law in full-time provision. Also, grandchild, son-in-law and daughter-in-law are new for full-time).
Jury Duty and Crown Witness Pay:	Employee pays regular pay upon receipt of fees received. (New for part-time, effective December 21, 1981. Unchanged for full-time.)
Sick Leave (Full-time):	Employee who works 4 hours prior to going on Sick Leave or Workmen's Compensation benefits receives pay for the full tour (new). A full-time nurse transferring to part-time may retain accumulated credits for subsequent full-time employment provided there is no break in service (new).
Health and Welfare (Full- time):	Life Insurance and A.D. & D. - Effective January 1, 1982, employee employer pays 90% (80%) of premium costs. <u>Extended Health Care</u> - Effective January 1, 1982, employer pays 75% (50%) of premium costs. Coverage includes hearing aids to a maximum of \$300 per person and vision care to a maximum of \$60 every 24 months (new). <u>Dental Plan</u> - Blue Cross Plan #9 (7) or its equivalent is implemented.
Paid Educational Leave (new):	Straight-time pay for a nurse on duty authorized to attend any In-Service program during scheduled working hours or any courses outside regularly scheduled working hours.
Professional Leave (Full- time) (new):	Nurses elected to the College of Nurses receive paid leave to attend regularly scheduled meetings.
Union Negotiating Committee:	Two part-time nurses are added (new).
Meal Allowance: (new):	Nurses working 2 hours or more outside their normal tour receive 1/2 hour paid rest period and a hot meal or \$4.00.
Transportation Allowance:	Effective December 21, 1981, maximum \$10 (\$5) for a nurse called back to work outside normal scheduled working hours or required to report on or off duty between 2400-0600 hours.

Queensway General Hospital Association at Etobicoke - Ontario Nurses' Association
(Ind.) (full and part-time nurses): Two 24-month renewal agreements effective from October 1, 1980 to September 30, 1982, covering 301 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Oct. 1/80</u>	<u>Apr. 1/81</u>
	<u>Full-Time</u>		
	<u>Monthly-Rates</u>		
Graduate Nurse	(\$1,538-\$1,803		\$1,597-\$1,861
0-7 years	(\$1,403.20-\$1,629.20)		\$1,597-\$1,861
Registered Nurse	\$1,590-\$1,855		\$1,650-\$1,915
0-7 years	(\$1,450.00-\$1,676.00)		
Assistant Head	\$1,648-\$1,916		\$1,710-\$1,978
Nurse	(\$1,503.31-\$1,731.31)		
0-7 years			
		<u>Oct. 1/81</u>	<u>Apr. 1/82</u>
Graduate Nurse		\$1,761-\$2,027	\$1,838-\$2,104
0-7 years			
Registered Nurse		\$1,820-\$2,085	\$1,900-\$2,165
0-7 years			
Assistant Head		\$1,887-\$2,153	\$1,969-\$2,236
Nurse			
0-7 years			

Special start rates for nurses with less than 1 year of clinical experience have been eliminated.

Note: Due to reduction in weekly hours effective October 23, 1981 with maintenance of monthly rates, the hourly rates will be effectively increased on that date.

Increases to insurance benefits or premium contributions are to become effective November 1, 1981. All other changes, except where noted, will be effective October 23, 1981.

Regular Part-Time Rates - Hourly rates for regular part-time employees are based on the monthly rates for full-time employees divided by the hours of work using 37 1/2 (38 3/4) per week retroactive to October 1, 1980.

Hours of Work: Effective October 23, 1981, 37 1/2 (38 3/4) hours per week plus up to 15 minutes (new) of unpaid time at the end of each shift for the purpose of reporting to the in-coming shift. If the time to report requires more than 15 minutes, all of the excess time including the first 15 minutes will be paid at overtime rates (new).

Shift Premium: 0-35¢-35¢ per hour (0-\$1.85-\$1.85 per shift).

Standby Premium (regular Part-time and Full-time):	\$1.75 per hour. Premium ceases for period employee is called-in to work. (\$10 per 8 hour shift.)
Call-Back Premium:	Minimum credit of 4 hours at time and one half (straight time) or until regular shift commences, whichever is first.
Reporting Pay:	Minimum of 4 hours pay at straight-time (new) for full-time (unchanged) for part-time.
Responsibility Premium:	40¢ per hour when assigned as a Group, Unit or Team Leader for a tour of duty. (Previously, \$1.00 or \$2.50 per tour depending on the responsibilities taken over for the shift.)
Acting Pay (new):	Registered staff nurse temporarily assigned to a higher classification for one full tour receives the higher rate of pay while so assigned.
Ambulance Escort:	Straight time pay during regular shift and time and one-half outside of regular shift or on a day off for a nurse assigned to provide patient care for a patient in transit. 8 hours of time off to be allowed before returning to regular duties, and regular pay for the full shift when such time off extends into her next regularly scheduled shift. In addition, straight time pay for actual hours spent in return travel, plus reimbursement for reasonable out of pocket expenses, including room, board and return transportation (new).
Pay in Lieu of Notice (Full-time and regular Part-time (new):	48 hours' notice, or time and one-half in lieu of notice of change to posted work schedule, for all hours worked on the first shift of new schedule.
Paid Lunch:	1/2 hour after 2 hours of overtime worked (new).
Paid Vacation (Full-time):	5 weeks after 20 (22) years' service. Nurse teachers receive 1 additional week with pay at either the Spring Break or the Christmas Break (new).
Bereavement Leave:	Grand-child, son-in-law and daughter-in-law are added to the provision for 3 days' paid leave.
Health and Welfare (Full-time):	<u>Life Insurance</u> - Employer pays 90% (80%) of premium costs. Plan now includes A.D. & D. coverage in amounts equal to insurance coverage (new). <u>Optional Life Insurance (new)</u> - Now available to employees. No cost to employer. <u>Semi-Private Hospitalization (new)</u> - Employer pays 100% of premium costs. <u>Extended Health Care</u> - Employer pays 75% (50%) of premium costs. Includes a lifetime maximum coverage for hearing aids of \$300, and a maximum claim of \$60 every 24 months for vision care (new). <u>Dental Plan</u> - Change to Blue Cross Plan #9 (7) comprehensive coverage.

Continuation of Applicable Insurance Coverage While on Leave - Employer pays premiums for employees on paid leave or Workmen's Compensation (new). Employees on layoff status may maintain coverage for up to 1 year by paying all billed premiums (new).

Medical Leave Plan - Effective December 1, 1981, employer pays 100% of the cost for a short term sick leave plan equivalent to the 1980 Hospitals of Ontario Disability Income Plan (new). Employer to pay 75% of cost for a long-term disability plan equivalent to the HOODIP coverage (new). (Existing sick leave plan of 1 1/2 days cumulative per month, up to a maximum accumulation of 120 days is to be terminated. Unused sick leave credits may be used to supplement payment under the new plan or 50% of total sick pay credits accumulated will be converted to a cash payout upon termination of employment. Credits may also be used to supplement WCB benefits.)

UIC Rebate - The new short-term sick leave plan will be registered with UIC. Employee's share of the employer's UIC premium reduction will be retained by the hospital.

Part-time Employees: Pay in Lieu of Fringe Benefits - Effective October 1, 1980, 14% (12%) of straight time rate.

Meal Allowance (new): \$4 or hot meal provided after 2 hours overtime.

Transportation Allowance: Employer pays cost of taxi or 25¢ per mile to a maximum of \$10 as the result of work performed between midnight and 6 a.m. (Previously, 22¢ per mile, or transportation provided).

Light Work for Disabled (new): An employee returning from WCB may be assigned light work if necessary, and if available. Special classifications and salaries may be established for employees who are unable to perform their regular duties due to a disability.

Accident Prevention - Health and Safety Committee (new): 1 member to be chosen by union. Time off for committee functions to be compensated by employer.

Metropolitan Toronto Association for the Mentally Retarded - Local 2191, Canadian Union of Public Employees (CLC): Four 24-month renewal agreements effective from July 1, 1981 to June 30, 1983, covering 348 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	July 1/81	July 1/82
General Increases		13%	11%
Additional Adjustments		approx. 3% for residential services employees	approx. 3% for residential services employees
Job Class Increment		5% up to Step 4	5% up to Step 4
R.C. 1-A		\$5.27-\$6.06 (\$4.31-\$4.56)	\$5.85-\$6.73

	<u>July 1/81</u>	<u>July 1/82</u>
R.C. III	\$7.79-\$8.96 (\$6.72-\$7.64)	\$8.87-\$10.20

Annual Rates

Inst. II	\$14,498-\$16,673 (\$12,830-\$14,753)	\$16,093-\$18,508
V.C. III	\$20,537-\$23,618 (\$18,174-\$20,898)	\$22,796-\$26,716

Probationary period is 3 consecutive months for full time employees and 500 straight-time hours for part-time employees. Maximum rates are reached on merit.

Overtime Pay:	Time and one-half or lieu time off for all hours worked after 7 1/2 (8) hours per day for residential services employees.
Paid Holidays:	1 floating day is added for a total of 12 days.
Paid Vacation:	Effective July 1, 1982, 5 weeks after 15 years. (New for residential service employees. Previously, 20 years for vocational and industrial services employees.)
Bereavement Leave:	Aunt and uncle are added to the definition of the immediate family, for up to 3 days' paid leave.
Maternity Leave:	19 (17) weeks. Employers pays 25% of premium costs of welfare benefits for employees who have returned to work for a minimum of 3 months.
Health and Welfare:	OHIP - Employer pays 100% of premium costs. (Previously, 90% for residential services employees. Unchanged for all others.) <u>Group Life Long Term Disability Insurance and Extended Health Benefits</u> - Employer pays 100% (90%) of premium costs. <u>Dental Plan (new)</u> - Employer pays 50% of premium costs for a basic plan.
Mileage Allowance:	32¢ per mile. (Previously, 24¢ for vocational and industrial employees and 22¢ for residential services employees.)

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct (Publications) Inc., Hamilton, Kitchener, Ottawa, Sudbury, Thunder Bay, and Toronto - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees): A 25 1/2-month renewal agreement effective from December 1, 1981 to January 21, 1984, covering 387 Ontario employees, settled at the bargaining stage. Duration of negotiations - 1 month.

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 1/81</u>	<u>Dec. 1/82</u>
	Increases	12%-15% approx.	11% approx., except 11.8%-14.9% on some

Dec. 1/81

Dec. 1/82

of top three pro-
gression rates and
13% for Sales Records
Representative

Weekly Rates

Clerk Grade 6	\$233.50-\$346.00 (\$208.50-\$300.00)	\$259.25-\$393.00
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Sales Records Representative	*\$270.75-\$384.00 (\$225.25-\$336.75)	\$306.00-\$434.00
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*Step number 1 in salary scale has been eliminated.

Probationary period is 6 months. Maximum rate for Clerk Grade 6 is reached after seven 6-month increases and for Sales Records Representative, after seven (eight) 6-month increases.

Demonstration Premium (new): Effective December 21, 1981, 50¢ per hour for an employee, excluding a senior clerk or one in any senior associated occupation, who is assigned to show or demonstrate a work method or procedure for a minimum of 1 hour.

Pay in Lieu of Notice: Effective December 21, 1981, 2 hours' notice to work one or more hours of continuous overtime or an additional 1 hour's pay at straight time in lieu thereof (new). Also, a paid 15 minute relief period during 2 or more consecutive hours of overtime (new).

Double time for all time worked on a holiday up to the basic hours for that day, plus one additional hour's pay at straight time in lieu of 48 hours' notice to work (new).

Paid Vacation: Effective in the 1982 vacation year, 4 weeks after 11 (12) years' service. Effective in 1983, 4 weeks after 10 years, and 5 weeks after 20 (21) years.

Pay in Lieu of Vacation on Termination of Employment: Effective in 1982, 4 weeks' pay after 11 (12) years' service for employee who works 6 months or more in the year of separation. Effective in 1983, 4 weeks' pay after 10 years, and 5 weeks' pay after 20 (21) years.

Paid Leave for Union Business: Up to a maximum of 2 days for representatives to attend post-negotiation meetings during working hours (new).

Atomic Energy of Canada Ltd. (Chalk River Nuclear Laboratories) at Chalk River and Deep River - Atomic Energy Allied Council (AFL-CIO/CLC) and the unions listed (505 employees): A 12-month renewal agreement effective from April 1, 1982 to March 31, 1983, settled at the bargaining stage. Duration of negotiations - 1 month.

Local 2466, United Brotherhood of Carpenters and Joiners of America

Local 742, International Brotherhood of Electrical Workers

Local 920, International Union of Operating Engineers.

Local Lodge 1522, International Association of Machinists and Aerospace Workers.

Local 71, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. and Canada

Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, Affiliated with International Brotherhood of Teamsters

Local 327, Sheet Metal Workers International Association

Local 1788, International Brotherhood of Painters and Allied Trades

Wages:	Effective	<u>Apr. 1/82</u>	<u>Sept. 1/82</u>
	General Increases	13%	
	Classification Adjustments		up to 12¢
	Stationary Engineer Trainer Class II (Group 1)	\$8.83 (\$7.81)	\$8.83
	Stationary Engineer Class IV (Group 5)	\$10.50 (\$9.29)	\$10.50
	Electrician (Group 9)	\$13.00 (\$11.50)	\$13.12
	Control Mechanic (Group 10)	\$13.25 (\$11.73)	\$13.35

Previous rates include a 3% wage adjustment retroactive to January 1, 1982, plus classification adjustments of up to 11¢ per hour.

Probationary period is 55 (65) working days.

Hours of Work: 40 per week for most employees, slight exceptions for bus drivers (unchanged).

Shift Premium: 0-34¢-42¢ (0-30¢-38¢).

Weekend Premium: 45¢ (40¢) per hour for regularly scheduled Saturday work; \$1.12 (\$1) per hour for regularly scheduled Sunday work, plus evening or night shift differentials where applicable.

Paid Holidays: 11 days (unchanged).

Paid Vacation: 11 days after 1 1/4 (2 1/4) years' service, 12 days after 1 1/2 (2 1/2) years, 13 days after 1 3/4 (2 3/4) years, 15 days after 2 (3) years, 16 days after 7 (8) years, 17 days after 8 (9) years, 18 days after 9 (10) years, 19 days after 10 (11) years, 20 days after 11 (12) years, 21 days after 15 years (unchanged), 22 days after 17 (18) years, 23 days after 20 (21) years, 24 days after

23 (24) years, 25 days after 25 (27) years, 26 days (new) after 26 (29) years, 27 days after 28 (31) years, 28 days (new) after 30 years, 29 days (new) after 32 years and 30 days (new) after 34 years.

Health and
Welfare:

Sickness Supplement - 100% of normal hourly earnings to a maximum of 4 (3) days per year.

Life Insurance - Employer pays 85% (75%) of premium costs.

Major Medical Plan - \$46 (44) per month for family and \$23 (\$22) for single coverage for OHIP and Blue Cross Extended Health Care including semi-private hospital coverage.

Long Term Disability (new) - Employer pays 50% of premium costs for all employees hired on or after September 2, 1980.

Dental Plan - Employer pays 100% of premium costs for Atomic Energy of Canada Limited Corporate Dental Plan which is provided to all employees (unchanged).

Retirement
Compensation:

Lump sum payment of 85% (75%) of week's pay times number of years of service to a maximum of 30 weeks.

Leave with
Pay for
Family Re-
lated Respon-
sibilities:

Maximum of 1 day per fiscal year granted to employees with 6 months' service, for emergency illness in the family and in special circumstances relating to illness in the family.

Atomic Energy of Canada Research Company at Chalk River - Atomic Energy Labour

Alliance (CRNL) (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1982 to March 31, 1983, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Effective	<u>Apr. 1/82</u>	<u>Sept. 1/82</u>
Average Increase	13%	
Additional Adjustment		10¢ for Process Operator
Labour/Janitor	\$8.83 (\$7.81)	\$8.83
Process Operator	\$12.16 (\$10.76)	\$12.26

Previous rates reflect a 3% wage adjustment made January 1, 1982.

Shift Premium:

0-34¢-42¢ (0-30¢-38¢).

Saturday Shift
Premium:

45¢ (40¢) per hour.

Sunday Shift
Premium:

\$1.12 (\$1.00) per hour.

Paid Vacation: 3 weeks after 2 (3) years' service, 17 days after 8 (9) years, 18 days after 9 (10) years, 19 days after 10 (11) years, 4 weeks after 11 (12) years, 22 days after 17 (18) years, 23 days after 20 (21) years, 24 days after 23 (24) years, 5 weeks after 25 (27) years, 26 days after 26 (29) years, 27 days after 28 (31) years, 28 days (new) after 30 years, 29 days (new) after 32 years and 30 days (new) after 34 years.

Health and Welfare: Life Insurance - Employer pays 85% (75%) of premium costs.

Hospital - Medical - Employer contributes \$46 (\$44) per month for family coverage and \$23 (\$22) per month for single coverage towards the premium costs for OHIP and Blue Cross Extended Health Care.

Sickness Supplement - Maximum 4 (3) days per year.

Retirement Compensation: An employee who retires on an immediate unreduced pension receives 85% (75%) of a week's pay for each completed year of continuous service.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Economists', Sociologists' and Statisticians Association (Ind.) (2,080 employees): An 11 1/2 month renewal agreement effective January 15, 1982 to December 31, 1982, with wages retroactive to July 1, 1981, settled by arbitration. Duration of negotiations - 9 months.

Wages:	Effective	July 1/81	July 1/82
General Increases		9.5%	5%
ES-1		\$12,510-\$24,495 (\$12,410-\$22,370)	* -\$25,720
ES-3		\$26,522-\$31,900** (\$24,221-\$28,145)	\$27,848-\$33,495
ES-5		\$37,834-\$43,288 (\$34,552-\$39,532)	\$39,726-\$45,452
ES-7		\$48,093-\$52,406 (\$43,921-\$47,859)	\$50,498-\$55,026

*The minimum of level ES-1 shall be the applicable University Recruitment Rate.

**One pay step added to top of ES-3 range.

Hours of Work: 37 1/2 per week (unchanged).

Paid Holidays: 11 days (unchanged).

Paid Vacation: 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Acting Pay: Qualifying period reduced to 10 (15) working days in higher-rated position.

Severance Pay: On retirement, when entitled to an immediate annuity or allowance under the Public Service Superannuation Act, 1 week's pay for each complete year of continuous employment, to a maximum of 28 weeks, regardless of employee's age. (The requirement that employees eligible for a retirement benefit be 55 or over to receive severance pay was deleted.)

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(1,800 drafting and illustration group employees): A 7 1/2-month renewal agreement effective from January 28, 1982 to September 13, 1982, with wages retroactive to September 14, 1981, settled by arbitration. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 14/81</u>
	General Increase	11.75%
	DD-1	\$13,977-\$16,911 (\$12,507-\$15,133)
	DD-5	\$25,543-\$28,202 (\$22,857-\$25,237)
	DD-9	\$32,723-\$36,217 (\$29,282-\$32,409)

Hours of Work: 37 1/2 per week (unchanged).

Compressed Work Week (new): Upon request of an employee and concurrence of the employer, an employee may complete his/her weekly hours of employment in a period other than 5 full days provided that over 14 calendar days, the employee works an average of 37 1/2 hours per week.

Shift Premium: 0-40¢-45¢ (0-30¢-40¢).

Paid Holidays: 11 days (unchanged).

Paid Vacation: Effective January 28, 1982, 5 weeks after 20 (22) years' service. Also 3 weeks after 1 year and 4 weeks after 10 years (unchanged).

Health and Welfare: Sick Leave - 15 days per year, prorated (unchanged). Unless otherwise informed by the employer, employee may use up to 10 (7) days per year; 5 (3) days per illness without obtaining a medical certificate.

Meal Allowance: \$4.50 (\$4) after 3 hours' overtime and \$3.50 (\$3) after 4 additional hours.

Severance Pay: Same as ES group, reported on page 771 in this issue.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(general services group - 1,720 supervisory and 9,610 non-supervisory employees): A 13-month renewal agreement effective from December 21, 1981 to January 21, 1983, with wages retroactive to December 22, 1980, settled at the post conciliation bargaining stage. Duration of negotiations - 14 months.

*Wages:

Effective

Dec. 22/80

General Increase

12.5%, minimum

Non-Supervisory Rates

	<u>Halifax Zone 4</u>	<u>Ottawa Zone 9</u>	<u>Vancouver Zone 20</u>
Classification 1	\$4.58-\$5.12	\$5.15-\$5.77	\$5.30-\$5.93
All Sub-Groups	(\$4.14 Food Services Sub-Group)	(\$4.42)	(\$4.85)
	(\$4.41 Stores Services Sub-Group)	(\$4.71)	(\$5.27)
	(\$4.55 Protective and Custodial Services Sub-Group)	(\$5.12)	(\$5.08)
Classification 7	\$8.84-\$9.91	\$9.10-\$10.19	\$10.02-\$11.22
All Sub-Groups	(\$7.73)	(\$8.22)	(\$9.16)
	(\$7.97)	(\$8.54)	(\$9.66)
	(\$6.81)	(\$7.75)	(\$7.68)
Classification 13	\$11.38-\$12.75	\$12.23-\$13.70	\$13.79-\$15.44
All Sub-Groups	(N.A.)	(N.A.)	(N.A.)
	(N.A.)	(N.A.)	(N.A.)
	(\$8.27)	(9.42)	(\$9.31)

Effective

Jan. 21/82

Classification 1	\$4.85-\$5.12	\$5.46-\$5.77	\$5.62-\$5.93
All Sub-Groups			
Classification 7	\$9.37-\$9.91	\$9.64-\$10.19	\$10.62-\$11.22
All Sub-Groups			
Classification 13	\$12.07-\$12.75	\$12.96-\$13.70	\$14.62-\$15.44
All Sub-Groups			

Effective

Jan. 22/82

General Increase

11.5%

Classification 1	\$5.41-\$5.71	\$6.09-\$6.43	\$6.27-\$6.61
All Sub-Groups			
Classification 7	\$10.45-\$11.05	\$10.75-\$11.36	\$11.84-\$12.51
All Sub-Groups			
Classification 13	\$13.46-\$14.22	\$14.45-\$15.28	\$16.30-\$17.22
All Sub-Groups			

Effective	<u>Jan. 21/83</u>		
	<u>Halifax Zone 4</u>	<u>Ottawa Zone 9</u>	<u>Vancouver Zone 20</u>
Classification 1 All Sub-Groups	\$5.71	\$6.43	\$6.61
Classification 7 All Sub-Groups	\$11.05	\$11.36	\$12.51
Classification 13 All Sub-Groups	\$14.22	\$15.28	\$17.22

*Introduction over life of agreement of Common Wage Plan.

Effective Dec. 20, 1980

A 5-step range is established with 3% increments between steps.

Employees are moved into the range based on years of service in their current classification level as follows:

- 1st step rate - less than 1 year
- 2nd step - 1 but less than 2 years
- 3rd step - 2 but less than 3 years
- 4th step - 3 but less than 4 years
- 5th step - 4 or more years

Where the application of above provision would result in an employee receiving less than 12.5%, his/her rate shall be the the rate nearest to but not less than his/her former rate increased by 12.5%.

Effective Jan. 21, 1982 - 1st and 2nd step rates eliminated.

Effective Jan. 21, 1983 - 3rd and 4th step rates eliminated.

Hours of Work:	40 per week (unchanged).
Shift Premium:	0-30¢-45¢ (0-25¢-33¢).
Weekend Premium:	35¢ (30¢) per hour
Split Shift Premium (new):	25¢ per hour.
Standby Pay:	One half hour's pay for each 4-hour period of standby, or part thereof, during off-duty hours. (\$5 payment per 8-hour period or part thereof; \$10 on day of rest or designated holiday.)
Paid Holidays:	11 days (unchanged).
Paid Vacation:	3 weeks after 1 (2) year's service and 5 weeks after 20 (25) years. Also 4 weeks after 10 years (unchanged).
Bereavement Leave:	Definition of immediate family extended to include common-law spouse resident with the employee and child of common-law spouse.

Health and Welfare:	<u>Sick Leave</u> - Employee earns and accumulates 15 days of paid sick leave per year (unchanged). 5 (3) days' consecutive leave may be taken without medical certificate to a maximum of 10 (7) days' uncertified sick leave per year.
Career Development Leave:	Payable at straight time rate plus reasonable travel and other expenses, subject to employer's approval.
Education Leave:	Up to 1 year without pay (new). At employer's discretion, an allowance in lieu of salary of up to 100% may be paid, depending on the degree to which the education leave is deemed by the employer to be relevant to organizational needs.
Paid Examination Leave:	At employer's discretion, leave may be granted for purposes of writing an examination which takes place during employee's scheduled hours of work.
Leave with Pay for Family Related Responsibilities:	Up to one-half day to take dependant family member for medical or dental appointments, or for appointments with school authorities or adoption agencies and up to 2 consecutive days for care of a sick family member, to a maximum of 5 days per fiscal year (new). To a male employee, up to 1 day for needs directly related to birth of his child. To male or female employee, 1 day for needs directly related to adoption of his/her child (unchanged).
Leave Without Pay:	<u>Maternity</u> - Pre-natal, 11 weeks without pay; post-natal, 26; may be advanced, deferred or terminated earlier in certain circumstances (unchanged). Employee will receive an allowance equal to 2 weeks of Unemployment Insurance benefits (new). <u>Paternity (new)</u> - Maximum 26 weeks. Total maternity/paternity leave without pay, after termination of pregnancy, utilized by employee - couple, not to exceed 26 weeks combined. <u>Adoption</u> - Either spouse or may be shared; not to exceed total of 26 weeks combined (new). <u>Care and Nurturing of Pre-School Age Children (new)</u> - One or more periods to a total maximum of 5 years. <u>Personal Needs (new)</u> - Maximum one year, to be granted only once. <u>Relocation of Spouse (new)</u> - Up to 1 year for permanent relocation and up to 5 years for temporary relocation. NOTE: All leave granted under Maternity, Paternity or Adoption leave clauses and first 3 months granted under Care and Nurturing of Pre-School Age Children, Personal Needs or Relocation of Spouse clauses is counted for calculation of continuous employment for severance pay, vacation leave and pay increment purposes.
Meal Allowance:	\$4 (\$3.50) for 3 or more hours overtime and \$3 (\$2.50) for each 4-hour period thereafter.
Severance Pay:	1 week's pay per year of service to a maximum of 28 weeks payable under following circumstances: To an employee who is released for incapacity (new).

To an employee with 1 or more years of service who is terminated by reason of age upon attaining age 65 or more, prior to acquiring sufficient pensionable service to be entitled to an immediate annuity (new).

To a retiring employee who is entitled to an immediate annuity or an immediate annual allowance, or who would have been entitled to such except for the fact that he/she is a non-contributing part-time employee (previously age 55 was one of the requirements).

National Research Council of Canada - The Research Council Employees' Association (Ind.) (operational category, supervisory and non-supervisory employees): A 14-month renewal agreement effective from January 29, 1982 to March 27, 1983, with wages retroactive to March 30, 1981, covering 284 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	Mar. 30/81	Mar. 29/82	Jan. 31/83
Increases	12%-12.75% for the majority; 9.88%-14% for Heating, Power and Stationary Plant Group and 14% for Fire Preventive Officers		10%-11%	8.5%-9.5% excluding Cleaning Staff, Duplicating Services, Heating, Power and Station- ary Plant Group, Supply Services and Fire Prevent- ive Officers
Driver	\$15,228-\$16,491 (\$13,536-\$14,659)		\$16,751-\$18,140	\$18,342-\$19,863
Electrician	\$23,499-\$25,383 (\$20,981-\$22,663)		\$25,849-\$27,921	\$28,305-\$30,573
Shift Premium:	Effective November 26, 1981, 0-30¢-40¢ (0-25¢-33¢).			
Weekend Premium:	Effective November 26, 1981, 35¢ (30¢) per hour for all hours worked on a Saturday and/or Sunday, for employees on a continuous rotating shift. Effective March 29, 1982, 40¢ per hour.			
Acting Pay:	Supervisors in the craftsmen and maintenance group (new) and non-supervisory employees temporarily assigned to a higher classification for a minimum of 3 (5) days receive a higher rate of pay for all hours so worked.			
Overtime Pay:	Qualifying period is reduced to 15 minutes (one-half hour) overtime worked.			
Reporting Pay:	Minimum of 4 (2) hours' pay on a regularly scheduled working day.			
Standby Pay (new):	\$6 per eight-hour day; or portion thereof and \$12 on a day of rest or designated paid holiday for employees in the craftsmen and maintenance group.			
Paid Vacation:	Effective November 26, 1981, 5 weeks after 22 (25) years' service. Effective March 29, 1982, 5 weeks after 20 years.			

Sick Leave:	1 1/4 days cumulative per month (unchanged). 5 (3) days per leave, up to a maximum of 10 (7) days' sick leave per year may be granted without obtaining a medical certificate.
Bereavement Leave:	Common-law spouse and child of common-law spouse are added to the provision for 4 days' paid leave.
Maternity Leave:	Employee receives an allowance equivalent to 2 weeks UIC benefits during the two-week waiting period (new).
Meal Allowance:	\$4 (\$3.50) after 3 hours' overtime worked, and \$3 (\$2.50) for each additional 4 hours worked.
Severance Pay:	Up to a maximum of 26 weeks' pay on release for incapacity (new).

Negotiations in Progress during December 1981 covering 200 or More Employees

Employer and Location	Union	No. of Empls.	Neg'n Stage
Amoco Fabrics Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	260	B
Artex Woollens Ltd., Cambridge (Hespeler)	Clothing and Textile Workers (AFL-CIO/CLC)	230	B
Atlas Steels (Div. of Rio Algom Ltd.), Welland	Cdn. Steelworkers (Ind.) (hourly rated empls.)	1,840	B
Automotive Hardware Ltd., Automatic Screw Machine Products Ltd. and Federal Bolt and Nut Corp. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	335	MED/WS
Bestview Holdings Ltd. and Bestview Services Ltd., Intercity	Christian Labour Assn. (Ind.)	350	ARB
Bethany Lodge Nursing Home and 10 others, Southwestern Ontario	Service Employees Intl. (AFL-CIO/CLC)	620	ARB
Bilt-rite Upholstering Co. Ltd., Toronto	Upholsterers (AFL-CIO/CLC)	350	CO
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CLC)	270	CO
Burlington Steel Co., (Div. of Slater Steel Industries Ltd.), Hamilton	Steelworkers (AFL-CIO/CLC)	720	B
CFTO-TV Ltd., Toronto	Broadcast Employees (NABET) (CLC)	400	B
Cadbury Schweppes Powell Ltd. (Cadbury Div.), Whitby	Teamsters (Ind.)	360	B
Canadian Home Products Ltd., Niagara Falls	Food and Commercial Workers (AFL-CIO/CLC)	200	MED/WS
Canteen of Canada Ltd., Intercity	Retail Wholesale Employees (AFL-CIO/CLC)	270	B
Cara Operations Ltd. (Airline Services Div.), Mississauga	Hotel Employees (AFL-CIO/CLC)	380	MED
Carleton Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ind.)	550	B
Carleton University, Ottawa	CUPE (CLC) (part-time, non-graduate teachers)	600	B
Certified Brakes - Lear Siegler Co. (Certified Automotive Products (Central) Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	710	CO
Connaught Laboratories Ltd., Toronto	Energy and Chemical Workers (CLC)	525	PCB

* See page 787 for definition of codes

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Council of Printing Industries of Canada, Toronto	Graphic Arts Union (AFL-CIO/CLC) (open shop)	630	B
Brothers Ltd., Toronto	Auto Workers (AFL-CIO/CLC)	210	B
Comglas Inc., Bramalea	Glass and Ceramic Workers (AFL-CIO/CLC) (plant empls.)	750	B
Presser Canada Inc. (Industrial Products Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	475	CO
Dufferin-Peel Roman Catholic Separate School Board	CUPE (CLC)	300	CO
DuPont of Canada Ltd. (Kingston Works)	Kingston Independent Nylon Workers (Ind.)	1,460	B
Durham Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	1,025	MED
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	454	PFB
Egberts Borough Board of Education	CUPE (CLC) (caretakers, matrons and maintenance empls.)	500	B
Egberts Borough Corp.	CUPE (CLC) (outside empls.)	660	B
Egberts Borough Corp.	Fire Fighters (AFL-CIO/CLC)	400	ARB
Extendicare Ltd. and other nursing care homes, Toronto and other centres	Service Employees (AFL-CIO/CLC) (non-medical, full-time and part-time empls.)	2,945	ARB
Federal Pioneer Ltd., Toronto	Electrical Workers (IUE) (AFL-CIO/ CLC)	435	CO
Firestone Steel Products of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	430	CO
Frankel Steel Ltd., Milton	Steelworkers (AFL-CIO/CLC)	346	B
General Aviation Services Ltd., Toronto**	Machinists (AFL-CIO/CLC)	360	WS
Hamilton Regional Municipality	Cdn. Operating Engineers (CCU)	250	MED
Hamilton City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	1,365	MED

**Federal jurisdiction

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg Sta
Hamilton-Wentworth Regional Municipality (Macassa Lodge)	CUPE (CLC) (office, clerical, service and maintenance empls.)	202	PC
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	261	ME
Lakehead District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	350	PF
Lake Ontario Steel Co. Ltd., Whitby	Steelworkers (AFL-CIO/CLC) (production empls.)	800	B
Leigh Instruments Ltd., Waterloo	Auto Workers (AFL-CIO/CLC) (production empls.)	680	B
Lennox and Addington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	240	ME
Levi Strauss Canada, Brantford	Clothing and Textile Workers (AFL- CIO/CLC)	200	B
Lincoln County Board of Education	CUPE (CLC)	203	CO
Lincoln County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (Ind.)	930	B
Lincoln County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	745	B
Metropolitan Toronto and Toronto City	CUPE (CLC) (inside and outside empls.)	9,965	B
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (Unit A, Clerical; Unit B, Garage; Unit C, Parking Control Officers, Cadets and Matrons)	1,120	CO
Metropolitan Toronto Board of Commissioners of Police	Police Assn. (Ind.) (police officers)	5,300	CO
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550	B
Mississauga City Corp.	Fire Fighters (AFL-CIO/CLC)	316	B
National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers (AFL-CIO/CLC)	280	CO
NEI Canada Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	225	B
Niagara South Board of Education	CUPE (CLC)	450	B

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	900	B
Niagara South Board of Education	Employees' Assn. (Ind.)	200	B
North Bay City Corp.	CUPE (CLC)	245	B
North York City Board of Education	CUPE (CLC) (caretakers and matrons)	745	B
North York City Board of Education	CUPE (CLC) (office and clerical empls.)	675	B
North York City Corp.	CUPE (CLC) (outside, inside and dental hygienists)	1,230	B
North York City Corp.	Fire Fighters (AFL-CIO/CLC)	615	B
Northern Telecom Canada Ltd. (Telephone Distributing House-Shop and Warehouse and Western Region Installation Dept.), Toronto	Communications Workers (CLC)	850	CO
Northern Telecom, Belleville, Bramalea, Kingston and London	Auto Workers (AFL-CIO/CLC) (office, clerical and technical empls.)	1,150	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	450	B
B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276	B
Ontario Council of Administrators of Teaching Hospitals, Toronto and other centres	PAIRO (Ind.) (residents and internes)	2,500	B
Ontario Government (Working Conditions and Employee Benefits), province-wide	Ont. Public Service Employees (OPSEU) (NUPGE) (CLC) (classified public servants)	56,125	MED
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (administrative services)	4,895	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (clerical services category)	10,100	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (correctional services category)	3,000	B

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (general operational services category)	4,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (institutional care)	6,155	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (maintenance services category)	6,450	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (office services category)	7,200	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (scientific and professional category)	4,330	B
Ontario Government, province-wide	OPSEU (NUPGE) (CLC) (technical services category)	5,565	B
Ontario Housing Corp. and Metro Toronto Housing Authority, Toronto	CUPE (CLC) (maintenance empls.)	680	B
Ontario Housing Corp. and other Housing Authorities, province-wide	CUPE (CLC) (office and maintenance empls.)	1,035	B
Ontario Hydro, province-wide	CUPE (CLC)	15,200	B
Ontario Institute for Studies in Education, Toronto	Cdn. Educational Workers (Ind.) (Graduate Assistants, part-time)	325	B
Otaco Div. of Bartaco Industries Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	270	CO
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	PCB
Ottawa Board of Education	Employees' Assn. (Ind.) (maintenance services and plant operations empls.)	800	B
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	515	B
Ottawa City Corp.	Police Assn. (Ind.)	545	B
Ottawa Civic Hospital	CUPE (CLC) (technologists and technicians)	225	ARB
Ottawa Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ind.)	950	B
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	358	MED

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
xford Pendaflex Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	240	MED
amour Porcupine Mines Ltd. (Pamour, Ross and Schumacher Divs.), Pamour	Steelworkers (AFL-CIO/CLC) (mine empls.)	880	B
el Board of Education	CUPE (CLC) (caretakers)	444	MED
el Board of Education	CUPE (CLC) (office and clerical empls.)	500	CO
el Board of Education	CUPE (CLC)	400	MED
ed Decorative Products Ltd., Toronto and Bramalea	Cdn. Paperworkers (CLC)	400	B
nfrew County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	257	MED
eam Canada Inc., Hamilton and Oakville	Steelworkers (AFL-CIO/CLC)	220	CO
hards-Wilcox of Canada Ltd., London	Machinists (AFL-CIO/CLC)	266	B
. Joseph's and other hospitals, Hamilton and other centres	OPSEU (NUPGE) (CLC) (para-medical empls.)	1,830	ARB
arborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	725	B
arborough Borough Board of Education	CUPE (CLC) (part-time maintenance empls.)	387	B
arborough Borough Corp.	CUPE (CLC) (outside empls.)	580	B
lknit Ltd., Cambridge	United Textile Workers (AFL-CIO/CLC)	200	B
Sncoe County Board of Education	CUPE (CLC)	366	B
Sncoe County Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	1,240	B
Sncoe County Board of Education	Ont. Secondary School Teachers' Fed. (Ind.)	950	B
Sith and Stone Ltd., Georgetown	Auto Workers (AFL-CIO/CLC)	305	B

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Sparton of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	240	MED/WS
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	500	MED
Sudbury City Corp.	CUPE (CLC)	365	B
Sudbury District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ind.)	1,050	B
Sudbury Regional Municipality	CUPE (CLC)	282	B
Sunnybrook Food Market (Keele) Ltd., province-wide	Natl. Council of Cdn. Labour (Ind.)	200	B
Sunnybrook, Wellesley, Mount Sinai, Baycrest and Toronto East General and Orthopaedic Hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	943	B
Thirty Ontario Hospitals	Cdn. Operating Engineers (CCU)	250	PCB
J.E. Thomas Specialities Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	200	MED/WS
Thunder Bay City Corp.	CUPE (CLC)	305	CO
Thunder Bay City Police	Police Assn. (Ind.)	215	B
Toronto City Board of Education	CUPE (CLC) (caretakers and mainte- nance empls.)	700	B
Toronto City Board of Education	CUPE (CLC)	401	B
Toronto City Board of Education (Public School Sector)	CUPE (CLC)	212	B
Toronto City Board of Education	Council of Trade Unions	380	B
Toronto City Corp.	Fire Fighters (AFL-CIO/CLC)	1,260	B
Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC)	850	CO
Victoria Hospital and others, southwestern Ontario	Service Employees (AFL-CIO/CLC) (non-medical empls.)	3,000	ARB
Victoria Hospital and others, southwestern Ontario	Service Employees (AFL-CIO/CLC) (part-time non-medical empls.)	1,208	ARB

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Pulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	250	B
Labco Ltd., Stoney Creek	Electrical Workers (UE) (CLC)	305	MED/WS
Leyerhaeuser Canada Ltd., Sault Ste. Marie	Woodworkers (AFL-CIO/CLC)	330	CO
Windsor City Board of Education	CUPE (CLC)	235	CO
Windsor City Police (Unit A)	Police Assn. (Ind.)	344	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,500	MED
York Borough Board of Education	CUPE (CLC)	234	B
York County Board of Education	CUPE (CLC)	300	B
<u>More Than One Province</u>			
All Canada, Que. and Ont.**	Cdn. Telephone Employees (Ind.) (communications sales empls.)	600	B
All Canada, Que. and Ont.**	Communications Workers (CLC) (craft and service, traffic operators and dining service empls.)	23,205	B
Q/CP Telecommunications, system-wide**	Cdn. Assn. of Communications and Allied Workers (Ind.) and Railway Clerks (AFL-CIO/CLC)	2,820	B
Q Rail, system-wide (except Nfld.)**	Locomotive Engineers (Ind.)	3,005	B
Q Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	1,515	B
Q Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, flagmen, yardmasters, etc.)	7,610	B
Q Rail, system-wide**	Locomotive Engineers (Ind.)	2,910	B
Q Rail, system-wide**	Rail Canada Traffic Controllers (CCU)	820	B
Q Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, yardmen, etc.)	5,435	B

*Federal jurisdiction

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Canada Post, Canada-wide**	Assn. of Postal Officials (Ind.) (postal supervisors)	4,450	B
Canada Post, Canada-wide**	Cdn. Postmasters and Assistants Assn. (Ind.) (revenue postal operations group)	8,200	B
Canada Post, Canada-wide**	Letter Carriers Union of Canada (CLC) (unit 2, letter carriers and mail service couriers)	21,000	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal Que.	Graphic Arts Union (AFL-CIO/CLC) (lithography empls. and photo- gravers)	2,200	B
Government of Canada (Treasury Board)**	Air Traffic Controllers (Ind.)	2,170	B
Government of Canada (Treasury Board)**	Cdn. Professional and Technical Employees (Ind.) (translation group)	1,075	B
Government of Canada (Treasury Board)**	Professional Institute (PIPS) (Ind.) (commerce group)	1,550	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,450	B
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	47,365	CO
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	2,900	B
Government of Canada (Treasury Board)**	PSAC (CLC) (fire fighters, super- visory and non-supervisory)	1,400	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment oper- ations group)	660	B
Maple Leaf Mills Ltd., Calgary and Medicine Hat, Alta., Winnipeg, Man. and Port Colborne and Toronto, Ont.**	Food and Commercial Workers (AFL- CIO/CLC) (production and office empls.)	500	B
Northern Telecom, Belleville, Bramalea, Kingston and London, Ont. and Saint John, N.B.	Auto Workers (CLC) (hourly-rated empls.)	2,400	B
Railway Assn. of Canada (CN, CP Rail, CN & CP jointly owned cos. and other cos.), system-wide**	Asstd. Railway Unions (CLC) (AFL- CIO/CLC) (non-operating empls., clerical, office, road service and residual empls.)	35,890	B

**Federal jurisdiction

Negotiations in Progress during December 1981 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls.	Neg'n Stage
Railway Assn. of Canada (CN, CP Rail and other cos.), system-wide**	Cdn. Council of Railway Shopcraft Employees and Allied Workers	22,375	B
askatchewan Wheat Pool, Ont., Man., Sask. and B.C.**	Grain Services Union (CLC) (country elevator, office, farm service, printing and publishing, live- stock, terminal elevator divs. and construction repair dept. empls.)	2,500	B
Joseph E. Seagram & Sons Ltd. and subsidiaries, Ont., Que., N.B., and Man.	Distillery Workers (AFL-CIO/CLC) (production empl.)	700	B

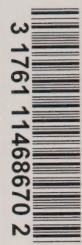
Definition of Codes for Negotiation Stages

- B - Direct Bargaining
- DMO - Direct Mediation Officer
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- MED/WS - Mediation During a Work Stoppage
- F - Fact Finder
- PMB - Post Mediation Bargaining
- PFB - Post Fact Finder Bargaining
- (R) - (R) following the stage of negotiations indicates that
the existing contract has been reopened for
negotiations.

Collective Bargaining Agreements Covering 200 or More Ontario Employees
Expiring in January 1982

Employer and Location	Union	No. of Empls.
Brown Boveri Howden Inc., Toronto	Boilermakers (AFL-CIO/CLC)	270
Carrier Canada Ltd., Bramalea	Sheet Metal Workers (AFL-CIO/ CLC)	310
Certified Brakes-Lear Siegler Co., (Certified Automotive Products (Central) Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	710
Dresser Canada Inc. (Industrial Products Div.), Cambridge	Steelworkers (AFL-CIO/CLC)	475
Du Pont of Canada Ltd. (Kingston Works)	Kingston Independent Nylon Workers (Ind.)	1,460
Firestone Steel Products of Canada Ltd., London	Auto Workers (AFL-CIO/CLC)	430
Imperial Oil Ltd., Sarnia Refinery	Joint Industrial Council	700
Institute of Canadian Advertising, province-wide	Cdn. TV and Radio Artists (CLC)	2,200
Leigh Instruments Ltd., Waterloo	Auto Workers (AFL-CIO/CLC) (production empls.)	680
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (AFL-CIO/CLC)	210
London City Corp.	Fire Fighters (AFL-CIO/CLC)	319
Metropolitan Toronto Children's Aid Society	CUPE (CLC) (social workers, clerical, child care, general services, etc.)	550
O.B. Canada Inc., Niagara Falls	Teamsters (Ind.)	276
Silknit Ltd., Cambridge	United Textile Workers (AFL- CIO/CLC)	200
Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC)	850
Treasury Board of Canada, province-wide	Public Service (PSAC) (CLC) (fire fighters, supervisory and non-supervisory)	210

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